



---

# **Navy-wide Personnel Survey (NPS)**

## **1990-1997:**

### **Summary of Trends**

**John Kantor**  
**Murrey Olmsted**

19981123 000

Approved for public release: distribution is unlimited.

---

## **Navy-wide Personnel Survey (NPS) 1990-1997: Summary of Trends**

John Kantor  
Murrey Olmsted

Navy Survey Resource Center Processing by  
Sue Ryan

Reviewed by  
Ted Lew  
LCDR Gail Palmisano

Approved and released by  
Thomas A. Blanco  
Director  
Personnel and Organizational Assessment Department

Approved for public release;  
distribution is unlimited.

Navy Personnel Research and Development Center  
53335 Ryne Road  
San Diego, California 92152-7250

# REPORT DOCUMENTATION PAGE

Form Approved  
OMB No. 0704-0188

Public reporting burden for this collection of information is limited to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.

1. AGENCY USE ONLY (Leave blank)		2. REPORT DATE November 1998		3. REPORT TYPE AND DATE COVERED Technical Note (TN) 1990-1997	
4. TITLE AND SUBTITLE Navy-wide Personnel Survey (NPS) 1990-1997: Summary of Trends				5. FUNDING NUMBERS Program Element: Work Unit: 97WRPS500	
6. AUTHOR(S) John Kantor, Murrey Olmsted					
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Navy Personnel Research and Development Center 53335 Ryne Road San Diego, California 92152-7250				8. PERFORMING ORGANIZATION AGENCY REPORT NUMBER NPRDC-TN-99-1	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) Chief of Naval Personnel (PERS-00H) 2 Navy Annex Washington, DC 20370-0000					
11. SUPPLEMENTARY NOTES Functional Area: Organizational Assessment Product Line: Survey Research Effort: Navy-wide Personnel Survey					
12a. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution is unlimited.				12B. DISTRIBUTION CODE A	
13. ABSTRACT (Maximum 200 words)  The current and seven previous Navy-wide Personnel Survey (NPS) questionnaires (1990-1997) were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding databases and are depicted as figures and tables. These data are based on Navy-wide samples of 3 to 5 percent of the eligible enlisted and 7 to 12 percent of the eligible officer populations during the last 8 years. Generally, officers hold more positive views of the Navy than enlisted personnel. Some of the downward trends in perceptions about Navy programs during the last few years turn up in the 1997 NPS. The upward trends generally relate to the service member and family services areas. Both officers and enlisted personnel have shown improved satisfaction in these areas during the past few years.					
13. SUBJECT TERMS NPS, survey, job satisfaction survey				15. NUMBER OF PAGES 64	
				16. PRICE CODE	
17. SECURITY CLASSIFICATION OF REPORT UNCLASSIFIED	18. SECURITY CLASSIFICATION OF THIS PAGE UNCLASSIFIED	19. SECURITY CLASSIFICATION OF ABSTRACT UNCLASSIFIED	20. LIMITATION OF ABSTRACT UNLIMITED		

## **Foreword**

Administered annually since 1990, the Navy-wide Personnel Survey (NPS) is a major product of the Navy Survey Resource Center (NSRC) at the Navy Personnel Research and Development Center (NPRDC). The NPS examines the perceptions of personnel in a variety of areas, including the detailing and the assignment process, quality of life programs, organizational climate, and health care issues. This information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1997 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 97WRPS500. Data collection concluded in mid November 1997, and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in March 1998.

This technical note presents graphs and tables of core items represented in several of the previous NPS surveys. Any questions regarding this report should be directed to Dr. John Kantor, Principle Investigator, (619) 553-7651 or DSN 553-7651.

Thomas A. Blanco  
Director  
Personnel and Organizational Assessment Department

# **Executive Summary**

## **Introduction and Interpretation**

The responses on eight Navy-wide Personnel Surveys have been compared and charted in this report. Items with consistent wording have been analyzed, and the results are depicted in figures and tables beginning on page 6. Only those questions that remained the same during two or more years have been included in the comparisons. Not every figure and table is addressed in the text. When interpreting results, only items that show two consecutive downturns or upturns should be considered trends. The statistical significance of each directional shift on the graph is purposefully omitted in favor of letting the reader decide on the practical significance of each trend. The reason for this decision is that the large number of respondents in the surveys cause even small differences in trends to be statistically significant, although many of those differences may not be practically meaningful. In interpreting these trends, a conservative estimate of error (+3% to -3%) in the data may be used. This means that if a 50 percent agreement with a statement changed from one year to another, such change should not be considered meaningful unless it changed to 47 percent or less or to 53 percent or more. Between 47 percent and 53 percent is considered the same as 50 percent, no change.

## **Trend Highlights**

### ***Demographics***

The percentage of married enlisted personnel whose spouses are employed full time is trending upwards and is at an all-time high of 78% for 1997.

### ***Detailing and Assignment Process***

#### **BUPERS ACCESS<sup>1</sup>**

Satisfaction with BUPERS ACCESS was mixed. Larger percentages of Sailors<sup>2</sup> indicated that it was easy to use and that it provided them with the information they needed. However, the system did not make it easier for Sailors to get in touch with their detailers.

### ***Organizational Climate***

#### **Leadership**

The majority of Sailors said that they were satisfied with the quality of leadership at their commands. However, there was a decrease from previous years for officers, but virtually no change for enlisted personnel.

---

<sup>1</sup> "BUPERS ACCESS" is a Bureau of Naval Personnel (BUPERS) Computer Bulletin Board System (BBS).

<sup>2</sup> "Sailor" is defined as an active duty Navy person. The term includes both officer and enlisted personnel.

### **Job Satisfaction**

The majority of Sailors said they were satisfied with their current jobs. Enlisted showed a significant increase in job satisfaction from previous years. The majority of the Sailors reported that they are satisfied with Navy work and physical working conditions, and are glad they chose the Navy over other organizations. There is a continuing difference between enlisted personnel and officers in regard to their career development.

### **Career Plans**

Officers reported plans to leave the Navy before they are retirement-eligible in greater numbers than in previous years. The percentage of enlisted who believe they will stay in the Navy until retirement was virtually unchanged. A greater number of enlisted reported they plan to reenlist.

### **Values**

Responses to questions regarding values have been fairly consistent over the past three years, with near-unanimous support for the importance of shipmates and of knowing and doing the job well. A decreasing trend appeared in only one area. That was in the percentage of enlisted personnel agreeing with the statement "everyone should serve his or her country in some way or another."

# Contents

	Page
<b>Introduction .....</b>	<b>1</b>
Problem .....	1
Purpose .....	1
<b>Approach .....</b>	<b>1</b>
<b>Results .....</b>	<b>1</b>
Background .....	1
Interpreting Results .....	2
Trend Highlights .....	2
Demographics.....	2
Detailing and Assignment Process.....	2
BUPERS ACCESS.....	2
Organizational Climate .....	2
Leadership .....	2
Job Satisfaction .....	3
Career Development.....	3
Career Enjoyment.....	3
Health Care Issues .....	3
Navy Drug and Alcohol Program Policies.....	3
Upward and Downward Turns of Note .....	4
General .....	4
Timeliness of PCS Orders .....	4
Homebasing.....	4
Pay.....	4
Gender Integration.....	4
<b>Summary .....</b>	<b>4</b>
<b>Figures and Tables.....</b>	<b>5</b>
<b>Appendix : Navy-wide Personnel Survey: 1997 .....</b>	<b>A-0</b>
<b>Distribution List</b>	

## List of Figures

1. (Q15) Spouse is employed full time.....	6
2. (Q57) How important is homebasing to you? (Enlisted) .....	7
Percent “Important” or “Very Important”	
3. (Q58) Do you think there is a conflict between homebasing and maintaining a promotable career path? (Enlisted) Percent “Important” or “Very Important” ....	8
4. (Q71a) I am satisfied with the quality of leadership in my command Percent “Agree” or “Strongly Agree” .....	8
5. (Q71b) I am satisfied with my current job. Percent “Agree” or “Strongly Agree” .....	9
6. (Q71c) In general, I like the work I do in the Navy. Percent “Agree” or “Strongly Agree” .....	9
7. (Q71d) I am satisfied with my physical working conditions. Percent “Agree” or “Strongly Agree” .....	10
8. (Q71e) I am satisfied with my career development. Percent “Agree” or “Strongly Agree” .....	10
9. (Q71g) I enjoy my career in the Navy. Percent “Agree” or “Strongly Agree” .....	11
10. (Q71h) I am glad I chose the Navy over other organizations. Percent “Agree” or “Strongly Agree” .....	11
11. (Q71i) I think I am adequately paid for the job I do. Percent “Agree” or “Strongly Agree” .....	12
12. (Q71j) The amount I am paid is an important reason for me to stay in the Navy. Percent “Agree” or “Strongly Agree” .....	12
13. (Q71k) Retirement pay is an important reason for me to stay in the Navy until retirement. Percent “Agree” or “Strongly Agree” .....	13
14. (Q72) What are your career plans? (Enlisted) Percent “Agree” or “Strongly Agree” .....	13
15. (Q72) What are your career plans? (Officer) Percent “Agree” or “Strongly Agree” .....	14
16. (Q75) How likely is it that you will reenlist at your next decision point? (Enlisted) Percent “Agree” or “Strongly Agree” .....	14



## List of Figures (Continued)

17. (Q91) I feel that women have the ability to successfully carry out their combat roles in the Navy. Percent "Agree" or "Strongly Agree" .....	17
18. (Q113a) Existing regulations on the use and abuse of alcohol should be more strictly enforced. Percent "Agree" or "Strongly Agree" .....	17
19. (Q113b) Penalties for the abuse of alcohol at my command are sufficient. Percent "Agree" or "Strongly Agree" .....	18
20. (Q113c) At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades. Percent "Agree" or "Strongly Agree" .....	18
21. (Q113d) At my command, the difference between alcohol use and abuse is clearly understood. Percent "Agree" or "Strongly Agree" .....	19
22. (Q113e) Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career. Percent "Agree" or "Strongly Agree" ..	19
23. (Q113f) There is immediate intervention and referral to treatment for those with alcohol problems. Percent "Agree" or "Strongly Agree" .....	20

## List of Tables

1. (Q38) Were your last orders issued early enough to allow you to complete preparations for your PCS move? Percent "Yes" .....	6
2. (Q43) If You Used BUPERS ACCESS Computer Bulletin Board, Please Rate the System. Percent "Agree" or "Strongly Agree" .....	7
3. (Q78) How SATISFIED or DISSATISFIED are you with the following aspects of Leadership Quality. Percent "Satisfied" or "Very Satisfied" .....	15
4. (Q90) How Much Do You AGREE with the Following Statements about Navy Core Values? Percent "Agree" or "Strongly Agree" .....	16

# **INTRODUCTION**

## **Problem**

The morale and job performance of Navy personnel take on added importance today. Each individual must contribute to the increased efficiency required of a reduced force in a still-hostile world. The attitudes and opinions of Navy personnel represent vital input to the development and continuous improvement of Navy programs and policies. Therefore, such opinions must be measured in a systematic and timely fashion, furnishing an accurate reflection of the views of the Navy's diverse and widespread membership.

## **Purpose**

Navy Personnel Research and Development Center (NPRDC) has administered the Navy-wide Personnel Survey (NPS) annually since 1990. The NPS is designed to collect opinion data on a systematic basis and to provide timely information on issues of importance to policy makers. The NPS allows the identification and analysis of trends in opinions and attitudes toward proposed and existing Navy programs and policies that materially affect the performance and morale of Sailors. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis. This technical note provides tables and graphs of trends obtained from the eight administrations of the NPS.

## **APPROACH**

The current and seven previous NPS questionnaires were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding databases and depicted in figures and tables beginning on page 6. Questions that were reworded were not included in the analyses, because the meaning of these questions is likely to have been changed with the change in the wording. These data are based on Navy-wide samples of 3 to 5 percent of the eligible enlisted personnel and 7 to 12 percent of the eligible officers during the last 8 years. The overall return rates have been between 44 and 47 percent for the entire sample throughout the years. Return rates tend to be consistently lower for the enlisted population compared to officers. Return rates increase by paygrade for both officer and enlisted populations. Chi-square and Analysis of Variance tests were used to establish trends for this report.

## **RESULTS**

### **Background**

The results of each NPS are contained in three reports. This is one of three reports for 1997. The figures and tables in this note are intended to provide a visual summary of trends. Each is displayed with the question and question number from the 1997 survey.

## **Interpreting Results**

The responses on eight Navy-wide Personnel Surveys have been compared and charted in this report. Items with consistent wording have been analyzed, and the results are depicted in figures and tables beginning on page 5. Only those questions that remained the same during two or more years have been included in the comparisons. Not every figure and table is addressed in the text. When interpreting results, only items that show two consecutive downturns or upturns should be considered trends. The statistical significance of each directional shift on the graph is purposefully omitted in favor of letting the reader decide on the practical significance of each trend. The reason for this decision is that the large number of respondents in the surveys cause even small differences in trends to be statistically significant, although many of those differences may not be practically meaningful. In interpreting these trends, a conservative estimate of error (+3% to -3%) in the data may be used. This means that if a 50 percent agreement with a statement changed from one year to another, such change should not be considered meaningful unless it changed to 47 percent or less or to 53 percent or more. Between 47 percent and 53 percent is considered the same as 50 percent, no change.

## **Trend Highlights**

### ***Demographics***

The percentage of married enlisted personnel whose spouses are employed full time is trending upwards and is at an all-time high of 78% for 1977 (see Figure 1, page 6).

### ***Detailing and Assignment Process***

#### **BUPERS ACCESS**

BUPERS ACCESS "ease of use" shows an increasing trend for all Sailors. Roughly two-thirds of all personnel continue to believe the BBS gives them the information they need. The belief of enlisted that the system makes it easier to communicate with their detailers shows a decreasing trend. Of note, is a significant one-year increase in the percentage of officers who believe using the BBS reduces the number of calls to their detailers (see Table 2, page 7).

### ***Organizational Climate***

#### **Leadership**

Officers show a declining trend in satisfaction with command leadership. Of note, officer satisfaction with command leadership is 63%, while enlisted satisfaction with command leadership remains much lower, at 38% (see Figure 4, page 8).

## **Job Satisfaction**

Enlisted personnel "satisfaction with current job" showed a significant one-year jump (see Figure 5, page 9), as did "I like the work I do" (see Figure 6, page 9). While positive enlisted satisfaction with physical working conditions held steady at 64%, officer satisfaction with working conditions displayed a slight declining trend (see Figure 7, page 10) of 73% in 1995, 72% in 1996 and 71% in 1997. Officer satisfaction with physical working conditions has remained in the range of 69 – 73% over the life of NPS, while enlisted satisfaction is at its highest level, at 64% with a range of 60 – 64% from 1990 – 1997.

## **Career Development**

A small downward trend in satisfaction with career development for officers still leaves 68% of officer respondents satisfied. Enlisted satisfaction is at 44%, down from 49% in 1992 (see Figure 8, page 10).

## **Career Enjoyment**

A small downward trend in officers positive response to "I enjoy my career in the Navy" still leaves officer satisfaction in this area at 76% (see Figure 9, page 11).

# ***Health Care Issues***

## **Navy Drug and Alcohol Program Policies**

A downward trend in the percentage of enlisted personnel who agreed that "existing regulations on the use and abuse of alcohol should be more strictly enforced" was complimented by a downturn in the percentage of officers who agreed with the statement (see Figure 18, page 17). Downward trends for both officers and enlisted were seen for agreement with the statement "penalties for the abuse of alcohol at my command are sufficient" (see Figure 19, page 18). To be clear, these results indicate increasing satisfaction with the rigor of enforcement but decreasing satisfaction with the penalties awarded. Officer agreement with "the Navy's policies... are applied fairly across all paygrades" (see Figure 20, page 18) and "the difference between alcohol use and alcohol abuse is clearly understood" (see Figure 21, page 19) both turned downward for 1997. Enlisted and officer belief in the availability of "immediate intervention and referral to treatment for those with alcohol problems" also showed a one-year downturn (see Figure 23, page 20).

## SUMMARY

Most of the trends depicted in the charts are statistically significant. However, it is left to the reader to determine the practical significance of a trend. In cases where the sample size is large, such as the NPS, even the smallest change may be statistically significant. However, those differences may not have any practical importance to the reader. Therefore, caution should be exercised in the interpretation of trends.

Another issue in interpreting trends is that the reader may interpret a change in direction as a trend, even if it represents only a single occurrence. Not less than two consecutive declines or increases should be interpreted as a trend—a change for any given year may only be a random occurrence. In practical terms, this would mean that you would have to have at least three years worth of data to make a judgment regarding a significant trend (i.e. a baseline year followed by two consecutive declines or increases).

The sequence of figures and tables in this report corresponds to the sequence of questions in the NPS 1997. A copy of the 1997 NPS appears in the appendix.

## **Figures and Tables**

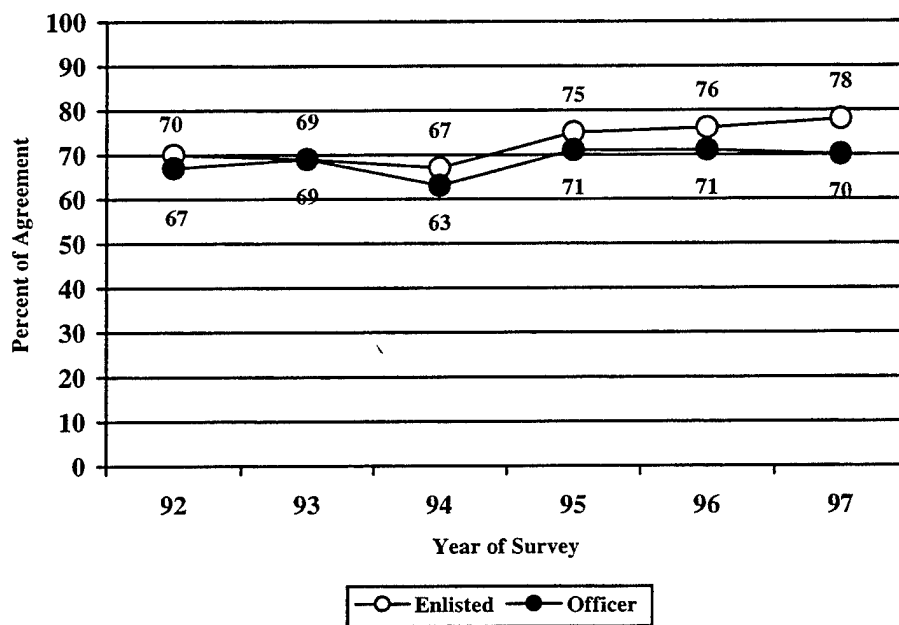


Figure 1. (Q15) Spouse is employed full time.

Table 1

(Q38) Were your last orders issued early enough to allow you to complete preparations for your PCS move?

Percent "Yes"

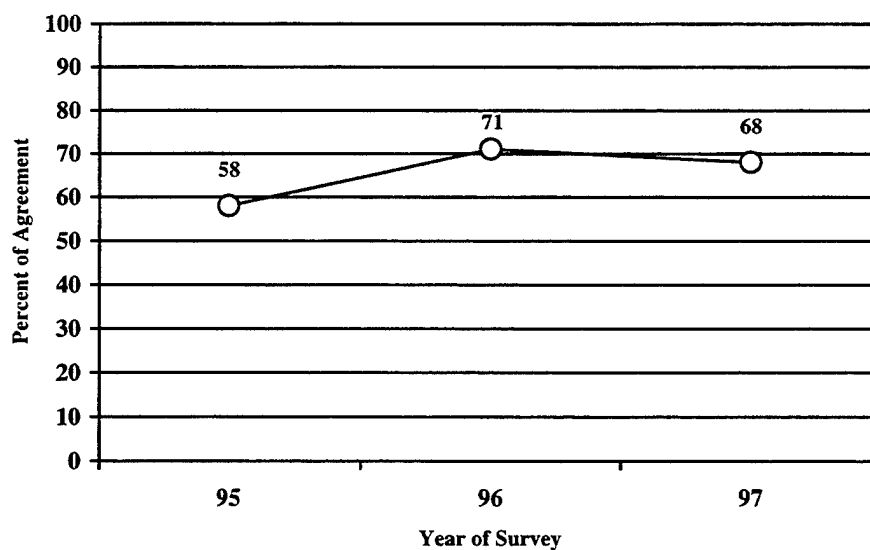
	Percent							
	Enlisted				Officer			
	94	95	96	97	94	95	96	97
Yes	83	83	90	83	88	91	90	85
No	17	17	10	17	12	9	10	15

**Table 2**

**(Q43) If You Used the BUPERS ACCESS Computer Bulletin Board,  
Please Rate the System.**

Percent "Agree" or "Strongly Agree"

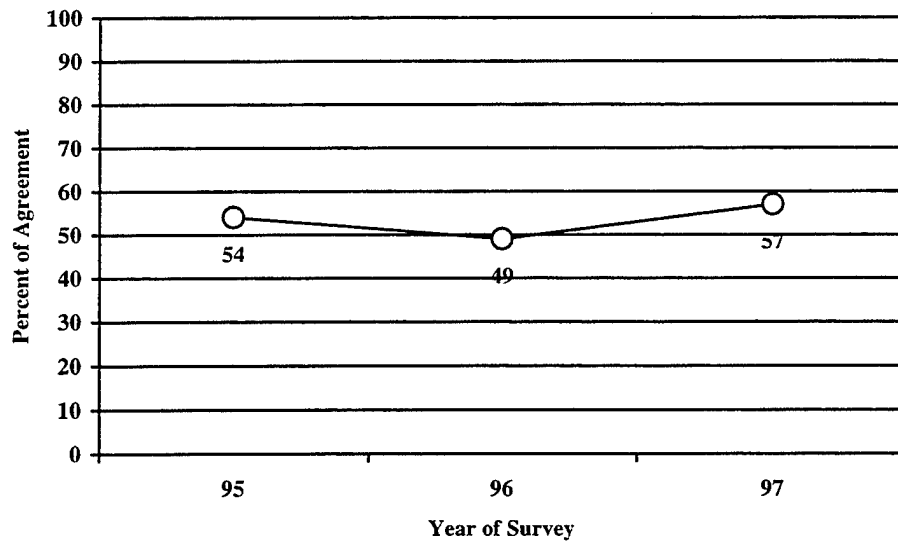
Statement	Enlisted							Officer						
	91	92	93	94	95	96	97	91	92	93	94	95	96	97
Easy to use.	56	36	80	78	53	62	76	59	47	77	77	61	69	70
Gave me information I needed.	47	35	74	76	62	60	72	45	43	72	66	63	66	65
Easier to communicate with detailer.	39	22	47	41	33	30	23	35	23	26	23	22	24	24
Reduced the number of calls I make to my detailer.	-	20	40	36	33	25	25	-	21	23	22	21	20	26



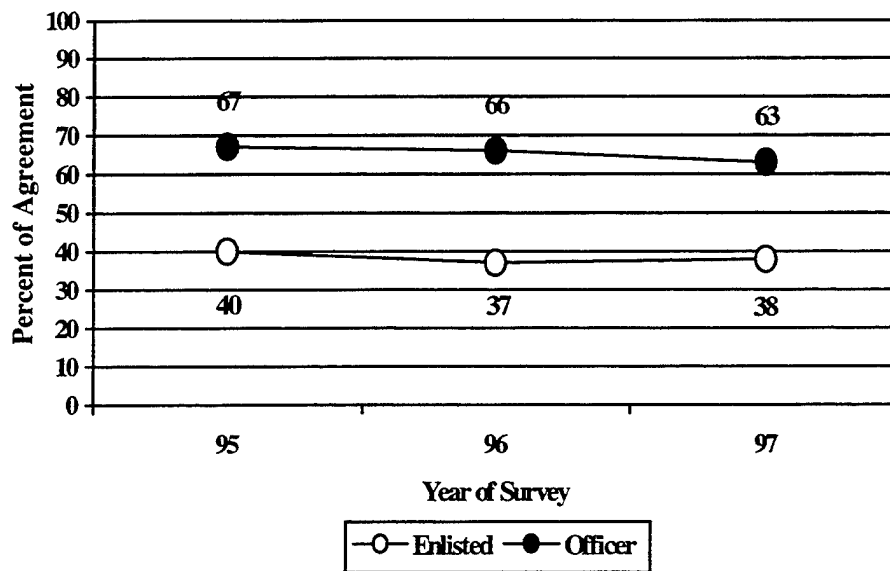
**Figure 2. (Q57) How important is homebasing to you?  
(Enlisted)**

Percent "Important" or "Very Important"





**Figure 3. (Q58) Do you think there is a conflict between homebasing and maintaining a promotable career path?**  
**(Enlisted)**  
 Percent "Yes"



**Figure 4. (Q71a) I am satisfied with the quality of leadership at my command.**  
 Percent "Agree" or "Strongly Agree"

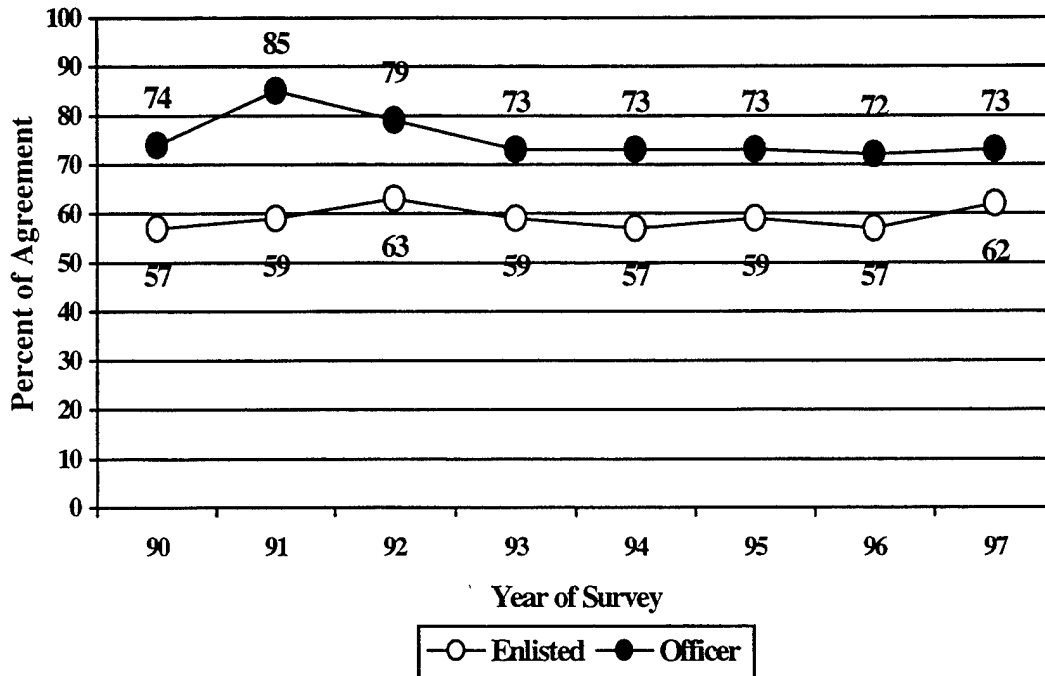


Figure 5. (Q71b) I am satisfied with my current job.  
Percent "Agree" or "Strongly Agree"

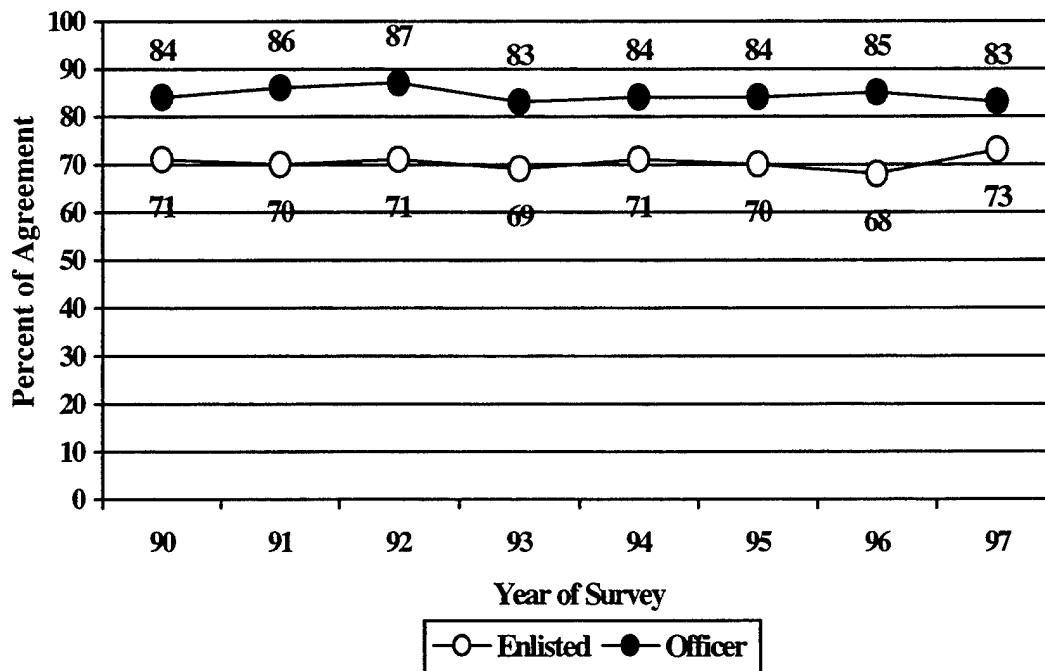


Figure 6. (Q71c) In general, I like the work I do in the Navy.  
Percent "Agree" or "Strongly Agree"

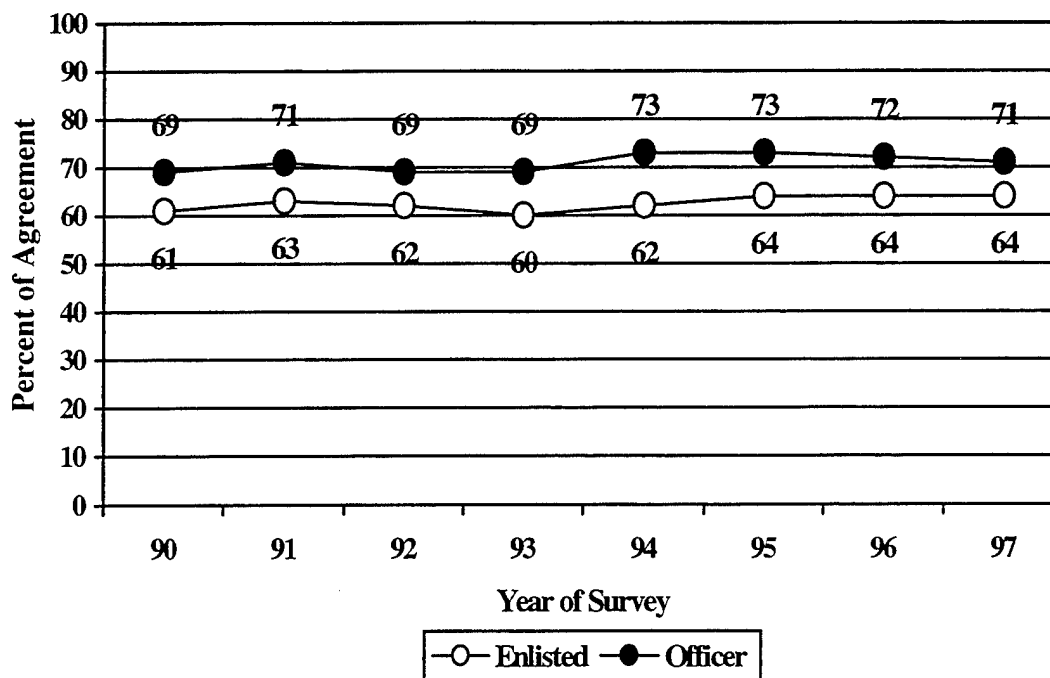


Figure 7. (Q71d) I am satisfied with my physical working conditions.  
Percent "Agree" or "Strongly Agree"

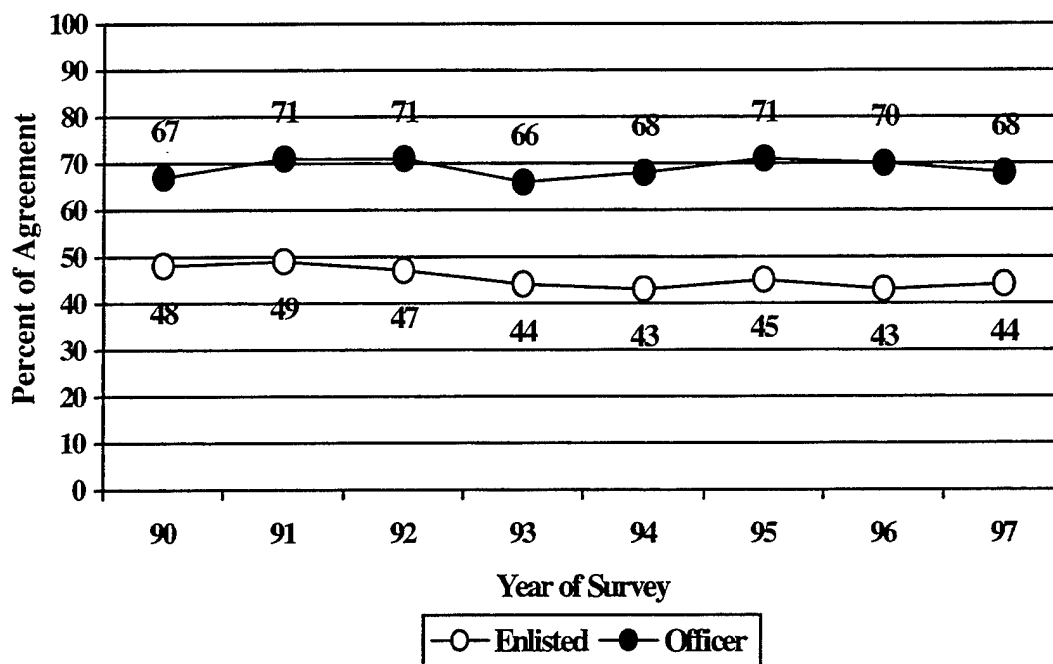
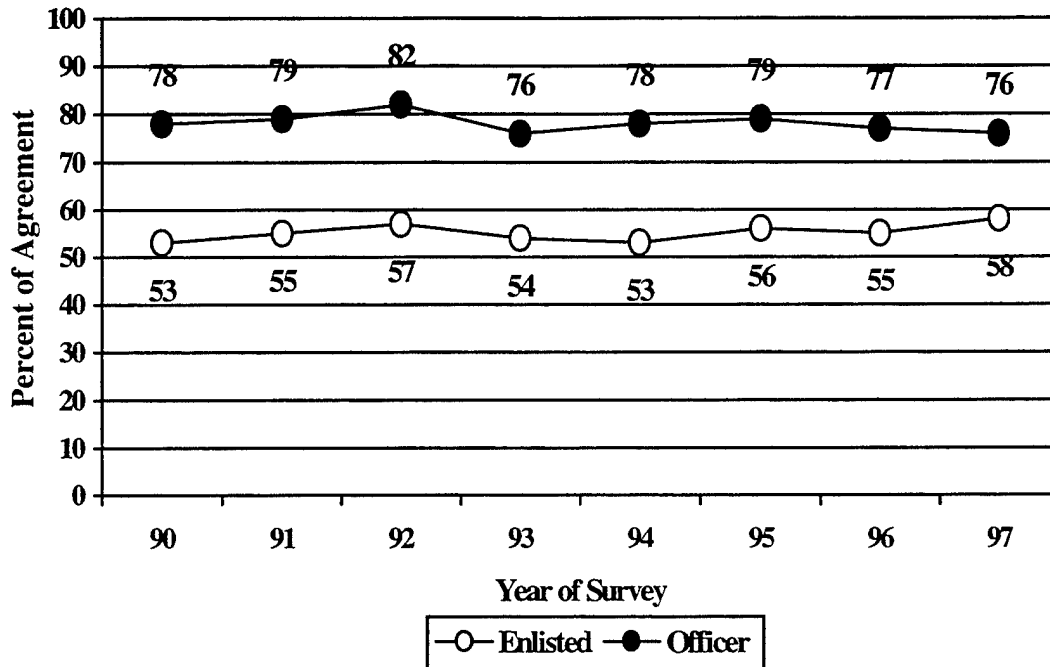
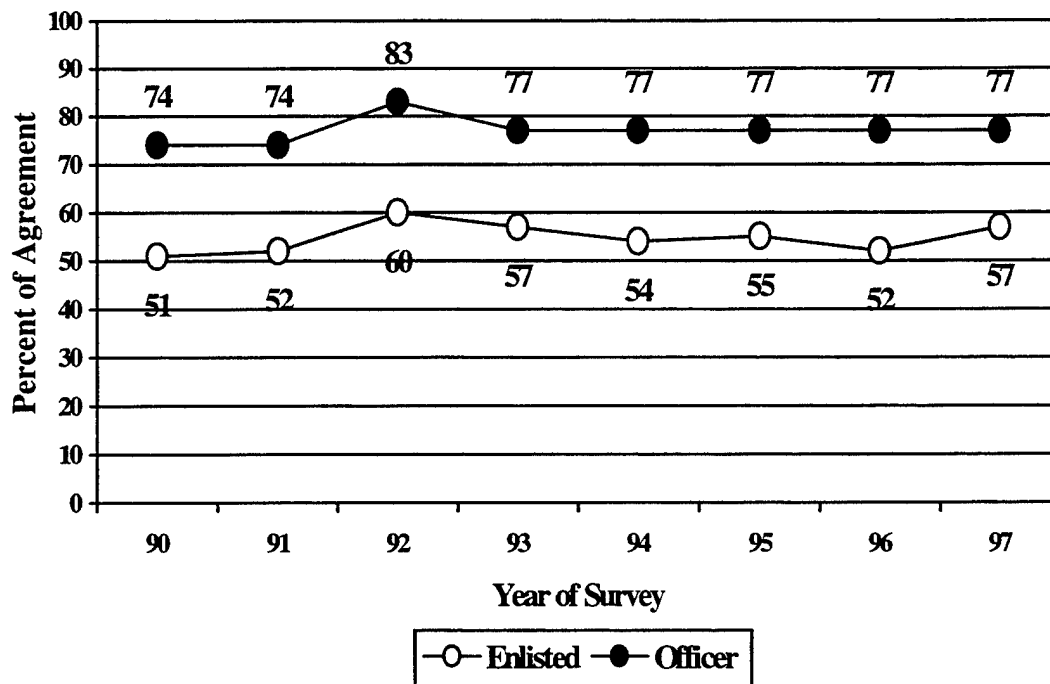


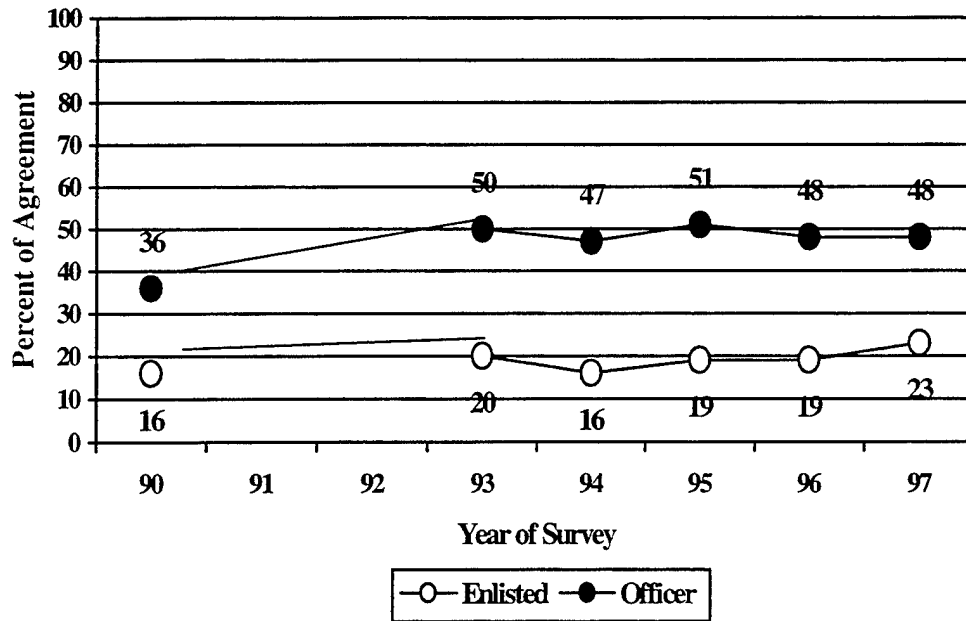
Figure 8. (Q71e) I am satisfied with my career development.  
Percent "Agree" or "Strongly Agree"



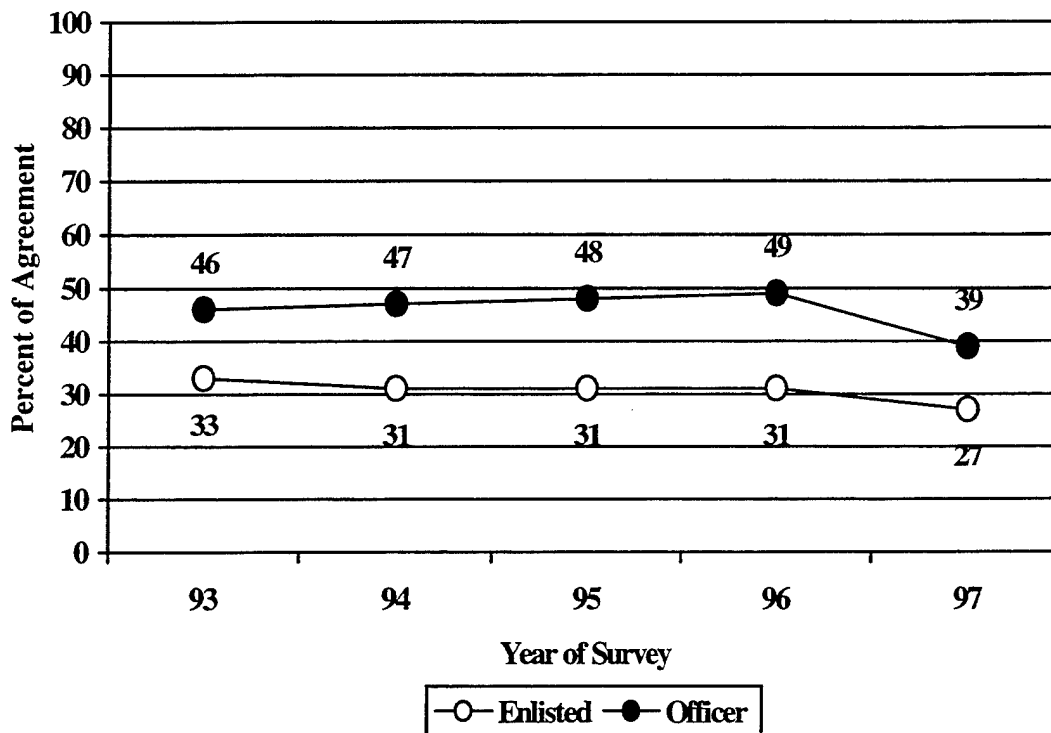
**Figure 9. (Q71g) I enjoy my career in the Navy.**  
Percent "Agree" or "Strongly Agree"



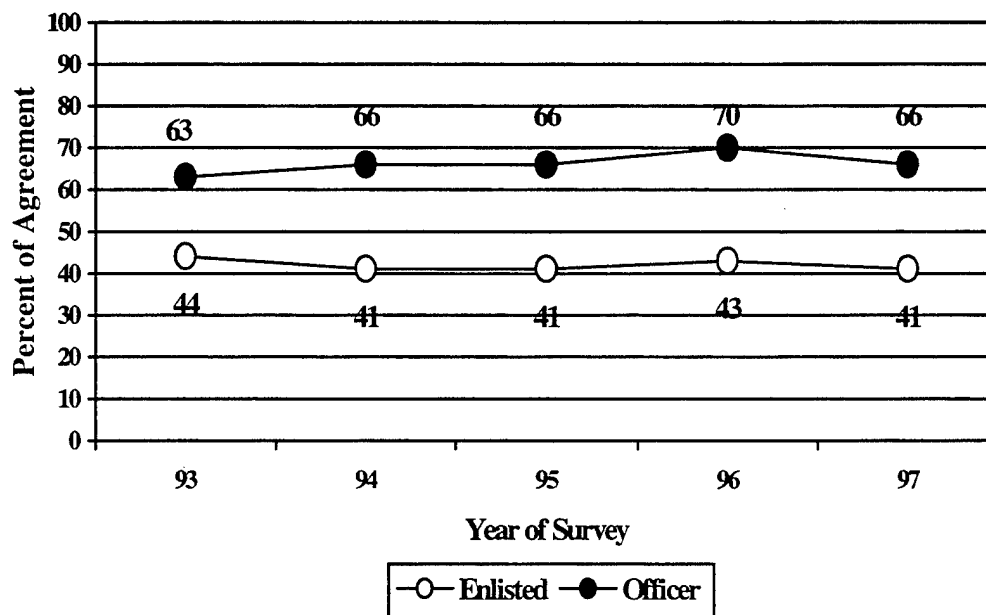
**Figure 10. (Q71h) I am glad I chose the Navy over other organizations.**  
Percent "Agree" or "Strongly Agree"



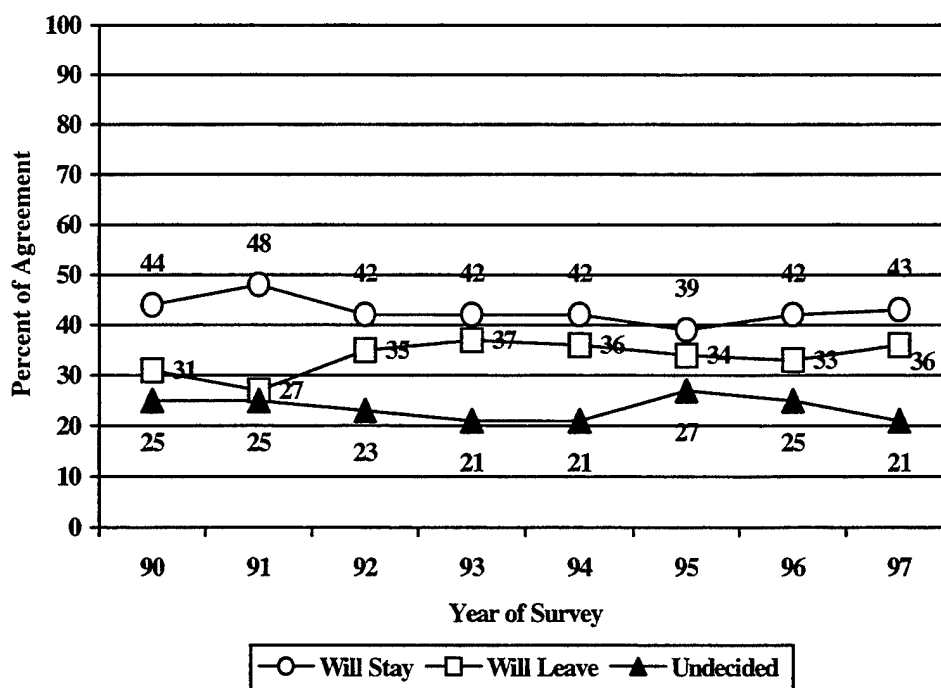
**Figure 11. (Q71i) I think I am adequately paid for the job I do.**  
Percent "Agree" or "Strongly Agree"



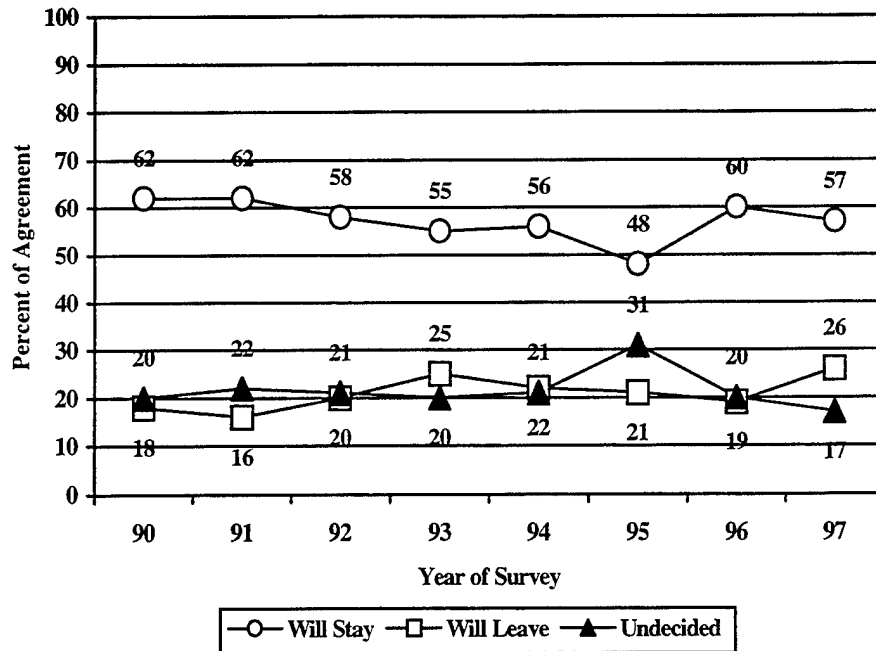
**Figure 12. (Q71j) The amount I am paid is an important reason for me to stay in the Navy.**  
Percent "Agree" or "Strongly Agree"



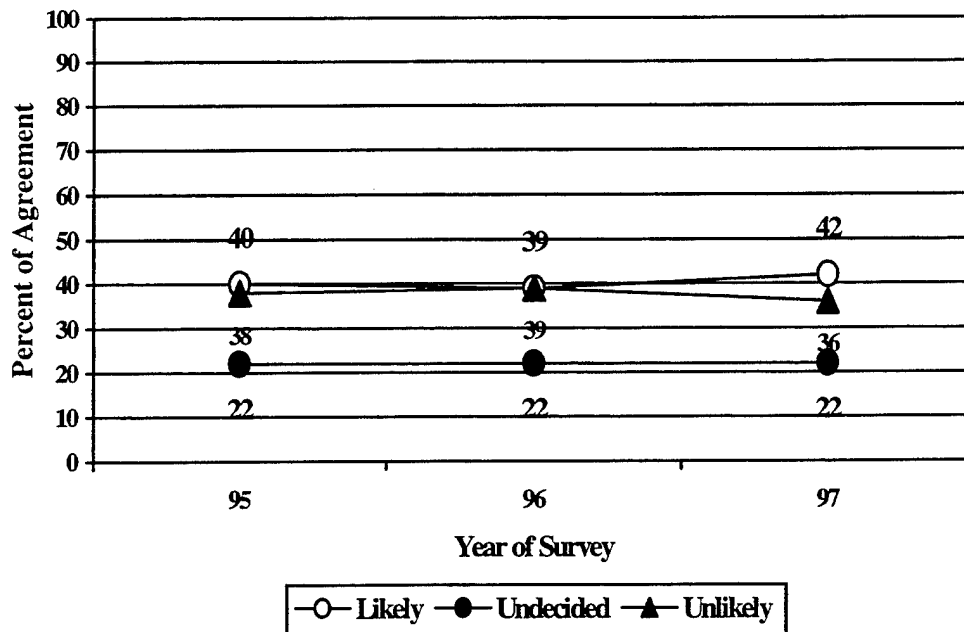
**Figure 13. (Q71k) Retirement pay is an important reason for me to stay in the Navy until retirement.**  
Percent "Agree" or "Strongly Agree"



**Figure 14. (Q72) What are your career plans?**  
(Enlisted)  
Percent "Agree" or "Strongly Agree"



**Figure 15. (Q72) What are your career plans?  
(Officer)**  
Percent "Agree" or "Strongly Agree"



**Figure 16. (Q75) How likely is it that you will reenlist at your next decision point?  
(Enlisted)**  
Percent "Agree" or "Strongly Agree"

**Table 3**

**(Q78) How SATISFIED or DISSATISFIED are You with the Following Aspects of Leadership Quality?**

Percent "Satisfied" or "Very Satisfied"

	Enlisted		Officer	
	96	97	96	97
a. Officer Community	33	34	64	58
b. LDO Community	38	39	62	59
c. Chief's Community	42	43	61	57
d. Overall Navy	41	40	63	53



**Table 4**  
**(Q90) How Much Do You AGREE with the Following Statements**  
**about Navy Core Values?**

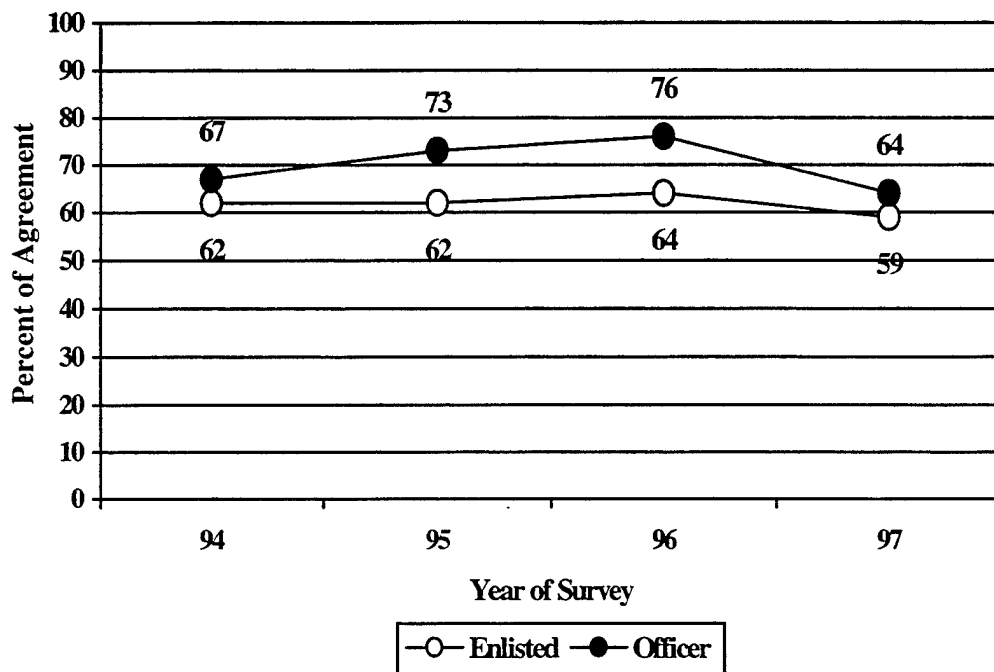
Percent "Agree" or "Strongly Agree"

	Enlisted			Officer		
	95	96	97	95	96	97
a. People should always tell the truth even though it may hurt them or other people	78	78	77	85	87	83
b. Sometimes you have to bend or break the rules in order to get the job done	54	54	50	47	46	46
c. Responsibility is a key quality of an effective sailor	96	97	96	99	99	99
d. It is important that people know their jobs well	98	98	97	99	99	99
e. It is important that people do their jobs well	*	*	98	*	*	99
f. Being a team player is more important than individual accomplishment	79	80	77	85	86	83
g. Loyalty to the Navy is ultimately more important than loyalty to peers, subordinates, and superiors	38	37	37	47	49	45
h. Concern for the well-being of shipmates is important	94	95	95	99	99	99
i. Everyone should serve his or her country in some way or another	73	71	68	80	81	78
j. People should always report others who engage in sexual harassment	80	80	77	89	87	81
k. When faced with difficult ethical, moral and/or life choices, people should rely on their religious/spiritual faith in their decision making	39	40	39	51	54	47
l. Navy core values have helped me in my career	**	**	46	**	**	48
m. Navy core values have helped me when I have been faced with tough moral decisions	**	**	41	**	**	43

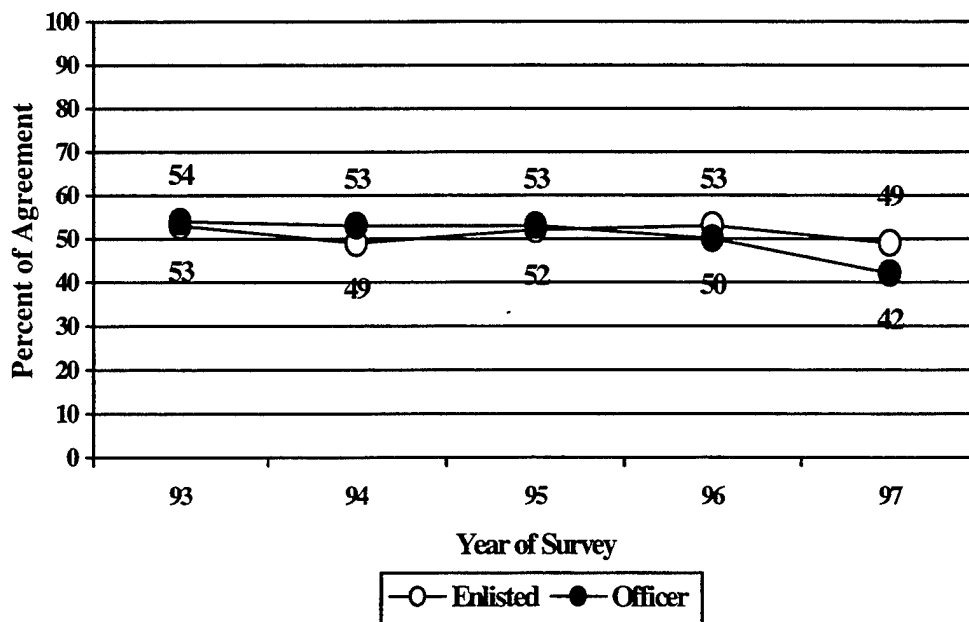
**Notes:**

\* Data not available due to the fact that in past years, Q71d/e were combined into a single question.

\*\* Data not available due to the fact that these questions are new to the survey and have not been asked before the 1997 NPS.



**Figure 17. (Q91) I feel that women have the ability to successfully carry out their combat roles in the Navy.**  
Percent "Agree" or "Strongly Agree"



**Figure 18. (Q113a) Existing regulations on the use and abuse of alcohol should be more strictly enforced.**  
Percent "Agree" or "Strongly Agree"

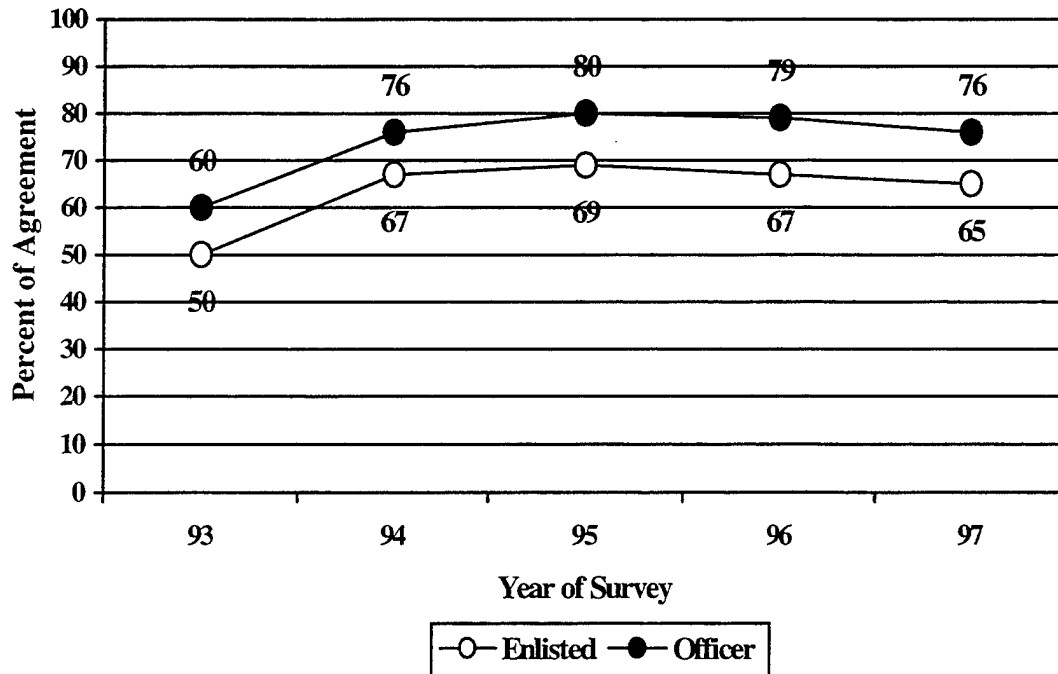


Figure 19. (Q113b) Penalties for the abuse of alcohol at my command are sufficient.  
Percent "Agree" or "Strongly Agree"

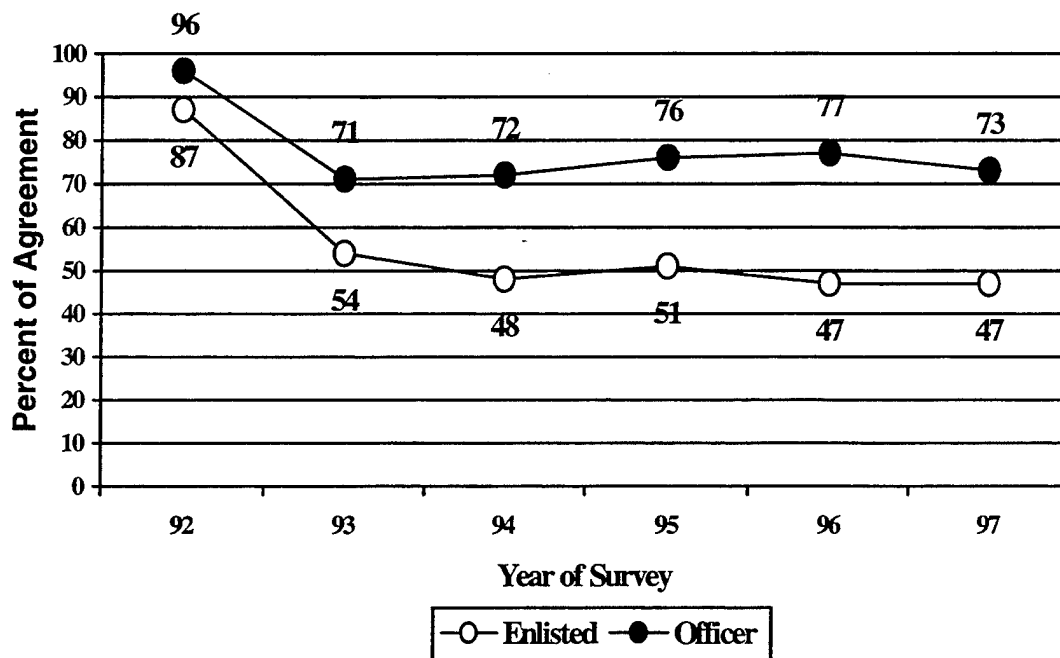
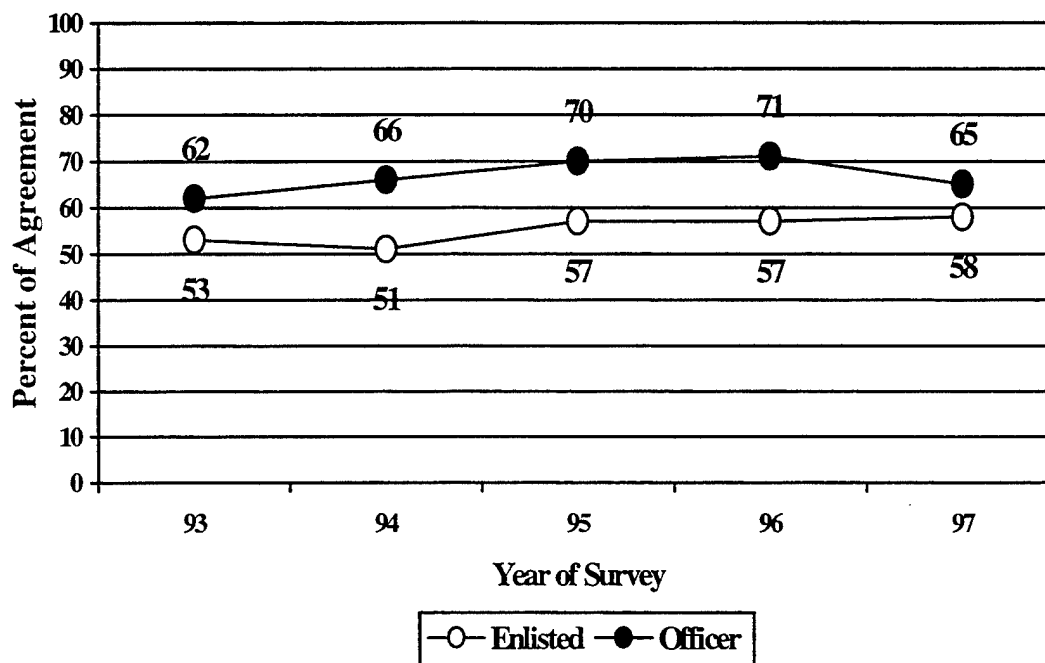
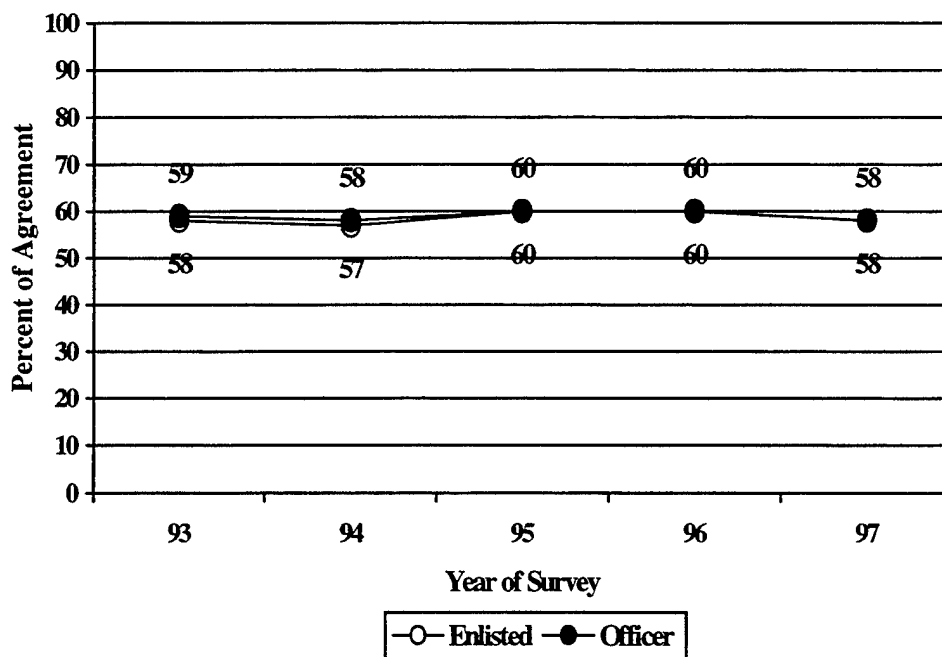


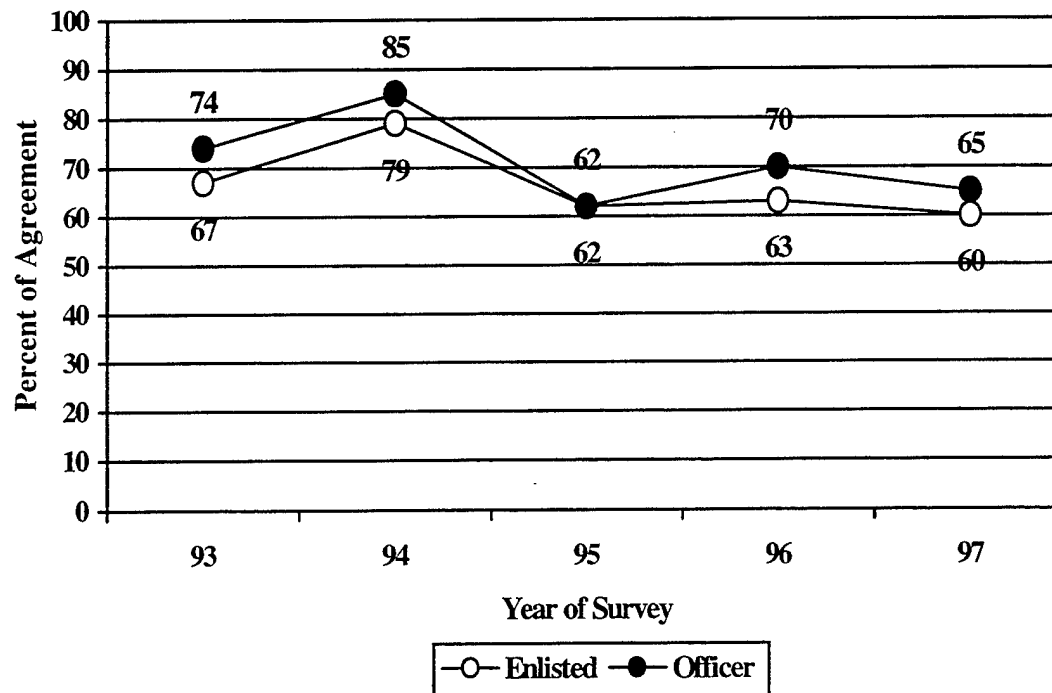
Figure 20. (Q113c) At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades.  
Percent "Agree" or "Strongly Agree"



**Figure 21. (Q113d) At my command, the difference between alcohol use and abuse is clearly understood.**  
Percent "Agree" or "Strongly Agree"



**Figure 22. (Q113e) Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career.**  
Percent "Agree" or "Strongly Agree"



**Figure 23. (Q113f) There is immediate intervention and referral to treatment for those with alcohol problems.**  
Percent "Agree" or "Strongly Agree"

**Appendix**  
**Navy-Wide Personnel Survey: 1997**

Navy-wide  
Navy-wide  
Navy-wide  
**Navy-wide**

Personnel  
Personnel  
Personnel  
**Personnel**

Survey 1990  
Survey 1991  
Survey 1992  
Survey 1993  
Survey 1994  
Survey 1995  
Survey 1996  
**Survey 1997**



---

Chief of Naval Personnel

Washington, DC 20370-5000

Navy Personnel Research and Development Center

San Diego, CA 92152-7250

## PRIVACY ACT STATEMENT

Authority to request this information is granted under Title 5, U.S. Code 301 and Department of the Navy Regulations, Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1000-27, which expires on 18 Jul 2000. Personal identifiers will be used to conduct follow-on research.

**PURPOSE:** The purpose of this questionnaire is to collect data to evaluate existing and proposed Navy personnel policies, procedures, and programs.

**ROUTINE USES:** The information provided in this questionnaire will be analyzed by the Navy Personnel Research and Development Center. The data files will be maintained by the Navy Personnel Survey System at the Navy Personnel Research and Development Center, where they may be used to determine changing trends in the Navy.

**CONFIDENTIALITY:** All responses will be held in confidence by the Navy Personnel Research and Development Center. Information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual.

**PARTICIPATION:** Completion of this questionnaire is entirely voluntary. Failure to respond to any of the questions will NOT result in any penalties except lack of representation of your views in the final results and outcomes.

**Please use the last page of this questionnaire for any comments you wish to make.  
Please complete the survey and return it in the envelope provided.**

**If you have any questions, you may contact:**

**John Kantor**

**(619) 553-7651 or DSN 553-7651**

**FAX: (619) 553-9973**

**e-mail: kantor@nprdc.navy.mil**

**Navy Personnel Research and Development Center**

**Survey Operations Center**

**53335 Ryne Road**

**Code 122**

**San Diego, CA 92152-7250**

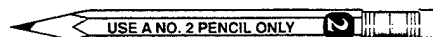
**THANK YOU FOR YOUR TIME AND EFFORT!**



You have been randomly selected by computer to take part in this survey. Your participation is voluntary. Please take the time to give careful, frank answers. It should take about forty minutes to complete the survey.

## IMPORTANT INSTRUCTIONS

- \* USE NO. 2 PENCIL ONLY.
- \* Do NOT use ink, ballpoint or felt tip pens.
- \* Erase cleanly and completely any changes you make.
- \* Make black marks that fill the circle.
- \* Do not make stray marks on the form.
- \* Do not fold, tear, or mutilate this form.



CORRECT MARK: ●  
INCORRECT MARK: ◐ ◑ ◒ ◓

For questions that look like the following, print the required information in the boxes provided. Then blacken the corresponding circles under the numbers or letters you printed.

### EXAMPLE

1. How long have you been on active duty in the Navy?

Years		Months	
0	9	0	1
●	○	●	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○

For questions that look like the next two examples, blacken the circle corresponding to the answer you selected.

### EXAMPLE

2. What is your current military status?

- USN  
○ USNR  
● USNR (TAR)  
○ USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

3. How much do you AGREE or DISAGREE with the following statements?

- a. Medical-care facilities are easily accessible at my command  
b. The accessibility of medical-care facilities has had an impact on my readiness  
c. I am satisfied with the quality of medical services I receive

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○
○	○	○	○	○

## BACKGROUND

### PERSONAL

**1. What is your gender?**

- ☐ Male
- ☐ Female

**The answers for Questions 2 and 3 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.**

**2. What is your racial background?**

- ☐ White
- ☐ Black/African-American
- ☐ Asian/Pacific Islander
- ☐ American Indian
- ☐ Other

**3. What is your ethnic background?**

- ☐ Mexican, Chicano, Mexican-American
- ☐ Puerto Rican
- ☐ Cuban
- ☐ Other Spanish/Hispanic
- ☐ Japanese
- ☐ Chinese
- ☐ Korean
- ☐ Vietnamese
- ☐ Asian Indian
- ☐ Filipino
- ☐ Pacific Islander (Guamanian, Samoan, etc.)
- ☐ Eskimo/Aleut
- ☐ None of the above

**4. What is your highest level of education?**

- ☐ Less than high school completion/no diploma
- ☐ Alternate degree/GED/home study/adult school certification
- ☐ High school diploma/graduate
- ☐ Some college, no degree
- ☐ Associate's degree or other 2 year degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate or professional degree

**5. What is your religious preference?**

- ☐ Catholic
- ☐ Protestant (Baptist, Methodist, Lutheran, etc.)
- ☐ Jewish
- ☐ Orthodox churches (Greek, Russian, etc.)
- ☐ Muslim
- ☐ Buddhist
- ☐ Mormon
- ☐ Pentecostal
- ☐ Other religion not listed
- ☐ No religious preference

**6. What is your current marital status?**

- ☐ Single and never married
- ☐ Married for the first time
- ☐ Remarried, was divorced
- ☐ Legally separated or filing for divorce
- ☐ Divorced
- ☐ Widowed

**7. What was your marital status when you entered the Navy?**

- ☐ Single and never married
- ☐ Married for the first time
- ☐ Remarried, was divorced
- ☐ Legally separated or filing for divorce
- ☐ Divorced
- ☐ Widowed

**8. Did you get married this past year (CY96 or CY97)?**

- ☐ Yes
- ☐ No, (skip to Question 12)

**9. If yes, who performed the ceremony?**

- ☐ Civilian clergy
- ☐ Navy chaplain
- ☐ Civil servant (Justice of the Peace, etc.)
- ☐ Other

**10. Did you receive premarital counseling?**

- ☐ Yes
- ☐ No

**11. If yes, from whom did you receive counseling? (Select ALL that apply.)**

- ☐ Civilian clergy (minister, priest, rabbi, etc.)
- ☐ Navy chaplain
- ☐ Counselor
- ☐ Family member(s)
- ☐ Other

**12. Were you divorced in the last year (CY96 or CY97)?**

- ☐ Yes
- ☐ No

**If you are SINGLE, NEVER MARRIED, AND HAVE NO CHILDREN, fill in this circle ☐ and skip to Question 18.**

**13. What is your spouse's employment situation? (Mark ALL that apply.)**

- ☐ Not currently married
- ☐ Active Duty Military
- ☐ Military Reserve
- ☐ Civil Service
- ☐ Civilian job, private sector
- ☐ Self-employed
- ☐ Retired
- ☐ Not employed, by choice (e.g., student, homemaker)
- ☐ Not employed, but actively job hunting
- ☐ Not employed for other reasons

**14. If you have an ex-spouse, what is his/her employment situation? (Mark ALL that apply.)**

- ☐ Do not have an ex-spouse
- ☐ Active Duty Military
- ☐ Military Reserve
- ☐ Civil Service
- ☐ Civilian job, private sector
- ☐ Self-employed
- ☐ Retired
- ☐ Not employed, by choice (e.g., student, homemaker)
- ☐ Not employed, but actively job hunting
- ☐ Not employed for other reasons
- ☐ Do not know

**15. Is your spouse employed full-time or part-time?**

- ☐ Not currently married
- ☐ Spouse is not employed
- ☐ Full-time
- ☐ Part-time

**16. Is your ex-spouse employed full-time or part-time?**

- ☐ Do not have an ex-spouse
- ☐ Ex-spouse is not employed
- ☐ Full-time
- ☐ Part-time
- ☐ Do not know

**17. Your spouse's and/or ex-spouse's combined contribution to your family income, relative to your contribution (excluding children's income) is:**

- ☐ None, neither my spouse nor ex-spouse contribute to my family income
- ☐ Half or less than half of my contribution
- ☐ About three-fourths of my contribution
- ☐ About equal to my contribution
- ☐ Greater than my contribution

**18. Do you personally have any family members enrolled in DEERS? *Dual military couples, only answer if you have children enrolled under your name. (Select ALL that apply.)***

- ☐ No, I personally have no family members enrolled in DEERS (skip to Question 20)
- ☐ Spouse (non-military)
- ☐ Child(ren) living with me
- ☐ Child(ren) not living with me
- ☐ Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
- ☐ Legal ward(s) living with me
- ☐ Parent(s) or other relative(s)

**If you have NO children, or NO children under 21 years of age living in your household, or NO children under age 24 years of age and enrolled full-time in college, fill in this circle ☐ and skip to Question 20.**

**19. How many of your children enrolled in DEERS under the age of 21, or under the age of 24 and enrolled full-time in college, live in your household? *Include children for whom you have joint custody.***

	AGE GROUP OF CHILDREN					NUMBER OF CHILDREN IN AGE GROUP				
a. Under 6 weeks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. 6 wks through 12 mos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. 13 through 24 mos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. 25 through 35 mos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 3 through 5 yrs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. 6 through 9 yrs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. 10 through 12 yrs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. 13 through 15 yrs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. 16 through 20 yrs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. 21 through 24 yrs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**20. Are you or any of the family members in your household currently receiving assistance from any of the sources listed below? (Select ALL that apply.)**

- ☐ No, do not receive any assistance (skip to Question 22)
- ☐ No, qualify for assistance, but currently are not receiving any (skip to Question 22)
- ☐ Food stamps
- ☐ Food Locker
- ☐ SHARE Program
- ☐ Woman Infant Children (WIC) Assistance
- ☐ Don't know if receiving any assistance

**21. If you receive some form of assistance, do you draw BAQ/VHA?**

- ☐ Yes
- ☐ No

22. Are you accompanied by the family members in your household on your present assignment?

- ☐ Does not apply/no family members
- ☐ Yes
- ☐ Temporarily unaccompanied (family members will join me later)
- ☐ Permanently unaccompanied because it was required for the billet
- ☐ Permanently unaccompanied because family members were not command sponsored (overseas tour)
- ☐ Permanently unaccompanied because Household Goods move was not authorized with PCS orders (i.e., BRAC closure, Precomm unit, change of homeport, etc.)
- ☐ Permanently unaccompanied by choice

**Answer Question 23 only if you selected this option. Otherwise, skip to Question 24.**

23. Select the top five (5) reasons which BEST describe why you are permanently unaccompanied by family members in your household, and rank them with one (1) being the most important.

	1	2	3	4	5
a. Spouse employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Home ownership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Availability of military family housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Availability of civilian housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Cost of civilian housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Spouse's education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Children's schools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Ties to the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Family members prefer to remain in another location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Costs associated with moving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Your work schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Availability of health care and education services for special needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Availability of activities/facilities for family members/child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Inadequate time to make moving arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Length of new duty assignment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Personal reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**CAREER**

24. How long have you been on Active Duty in the Navy? Count the time from the day you were sworn in. (Fill in all columns; i.e., 1 year = 01 and 9 months = 09)

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

25. What is your paygrade?

- |                           |                            |                                    |
|---------------------------|----------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> W-1  | <input type="radio"/> O-1          |
| <input type="radio"/> E-2 | <input type="radio"/> W-2  | <input type="radio"/> O-2          |
| <input type="radio"/> E-3 | <input type="radio"/> W-3  | <input type="radio"/> O-3          |
| <input type="radio"/> E-4 | <input type="radio"/> W-4  | <input type="radio"/> O-4          |
| <input type="radio"/> E-5 |                            | <input type="radio"/> O-5          |
| <input type="radio"/> E-6 |                            | <input type="radio"/> O-6          |
| <input type="radio"/> E-7 | <input type="radio"/> O-1E | <input type="radio"/> O-7 or above |
| <input type="radio"/> E-8 | <input type="radio"/> O-2E |                                    |
| <input type="radio"/> E-9 | <input type="radio"/> O-3E |                                    |

26. What is your commissioned designator? (Begin numbering in the LEFT column.)

- ☐ Does not apply/I am enlisted

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

27. If you are a Chief Petty Officer, Petty Officer, or an officially DESIGNATED STRIKER (qualified to wear the striker rating badge), what is your general rating (i.e., AW, ET, CTI, etc.)? *Only use your rate, not paygrade, such as AW not AWC.* (Begin lettering in the LEFT column.)

- ☐ Does not apply/I am an officer  
☐ Not rated/not designated striker

A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

28. What is your current billet?

- ☐ Sea duty  
☐ Shore duty  
☐ Other (e.g., neutral duty, Duty Under Instruction)

29. What is the geographical location of your current assignment? *If deployed, where is your command homeported?*

- ☐ Alaska or Hawaii  
☐ CONUS (East Coast)  
☐ CONUS (West Coast)  
☐ Europe (including Mediterranean)  
☐ Far East  
☐ Caribbean  
☐ Middle East (including African continent)  
☐ South or Central America

30. In which FLEET are you now homeported?

- ☐ Does not apply  
☐ 2nd Fleet, Atlantic  
☐ 3rd Fleet, Pacific  
☐ 5th Fleet, Persian Gulf  
☐ 6th Fleet, Mediterranean  
☐ 7th Fleet, Far East

31. To what type of ship/activity are you currently assigned? (If applicable, select ALL that apply.)

- ☐ Shore or Staff Command  
☐ Afloat staff  
☐ Training Command  
☐ Aviation Squadron (deployed to ships)  
☐ Aviation Squadron (deployed to shore)  
☐ Carrier-based Aviation Squadron/Detachment  
☐ Aircraft Carrier  
☐ Cruiser  
☐ Destroyer types (includes frigates)  
☐ Minecraft  
☐ Submarine  
☐ Tender/Repair ship  
☐ Reserve Unit  
☐ Service Force ship  
☐ Amphibious ship  
☐ Amphibious craft  
☐ Shore based deployable unit (Seabees, EOD, Sea OpDet, etc.)  
☐ Other

32. In which of the following sources do you find most of your general information about the Navy? (Select ONE answer.)

- ☐ Navy produced information sources (your base/command newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)  
☐ Externally produced information sources (Navy Times or other Navy focused publications)  
☐ Local or national newspaper  
☐ Local or national television

33. Where do you find most of your information about Navy personnel policies and programs which affect you? (Select ONE answer.)

- ☐ Navy produced information sources (your base/command newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)  
☐ Externally produced information sources (Navy Times or other Navy focused publications)  
☐ Local or national newspaper  
☐ Local or national television

## DETAILING AND ASSIGNMENT PROCESS

### PCS ORDERS

34. How far in advance of your last Projected Rotation Date (PRD) did you first contact your detailer?
- ☐ 1 to 90 days
  - ☐ 91 days to under 6 months
  - ☐ 6 months to under 9 months
  - ☐ 9 months to under 12 months
  - ☐ Does not apply
35. How many assignment choices were available to you on your first call to your detailer?
- ☐ Not applicable
  - ☐ More than 4
  - ☐ 4
  - ☐ 3
  - ☐ 2
  - ☐ 1
  - ☐ None, told to call back at the next requisition date
36. How far in advance of your last PRD did you negotiate your orders?
- ☐ Not applicable
  - ☐ 1 to 30 days
  - ☐ 31 to 60 days
  - ☐ 61 to 90 days
  - ☐ 91 days to 6 months
  - ☐ More than 6 months
37. How far in advance of your last change of station or actual rotation date did you receive your orders?
- ☐ Not applicable
  - ☐ 1 to 30 days
  - ☐ 31 to 60 days
  - ☐ 61 to 90 days
  - ☐ 91 days to 6 months
  - ☐ More than 6 months
  - ☐ Did not receive orders in advance
38. Were your last orders issued early enough to allow you to easily complete preparations for your PCS move?
- ☐ Move not required, new duty station was in same geographic location
  - ☐ Yes
  - ☐ No
  - ☐ Does not apply
39. When choosing your last assignment, what was your primary concern? (Pick the ONE most important reason.)
- ☐ Future promotability
  - ☐ Type of duty
  - ☐ Geographic location
  - ☐ Platform/billet
  - ☐ Spouse's collocation
  - ☐ Family concerns
  - ☐ Geographic stability
  - ☐ Other
40. How receptive was your detailer to resolving conflicts between your personal desires and the needs of the Navy?
- ☐ Very receptive
  - ☐ Receptive
  - ☐ Not very receptive
  - ☐ Not receptive at all
  - ☐ Does not apply
41. Do you have Internet access available to you at your current command?
- ☐ Yes
  - ☐ No
  - ☐ Don't know
42. Since the Bureau of Naval Personnel (BUPERS) Home Page came on-line in September 1995, how many times have you used it? (Select ALL that apply.)
- ☐ Never, I did not know it existed
  - ☐ Never, but I knew it existed
  - ☐ Never, I do not have Internet access at home
  - ☐ Never, I do not have Internet access at work
  - ☐ A few times, but I did not find it useful
  - ☐ A few times, and I was satisfied
  - ☐ Frequently, I find it very useful and informative

**43. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the extent to which you AGREE or DISAGREE with each of the following statements?**

☐ I have not used BUPERS ACCESS (skip to Question 44)

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
to use the information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
easier to my detailer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
duced the	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ake to my	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. The system is easy to use
- b. The system gave me the information I needed
- c. The system made it easier to communicate with my detailer
- d. The system has reduced the number of calls I make to my detailer

**44. If you have used the BUPERS Interactive Voice Response (IVR) 1-800-951-NAVY system, please rate the extent to which you AGREE or DISAGREE with each of the following statements?**

☐ I have not used BUPERS IVR (skip to Question 45)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
to use the information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
easier to my detailer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
duced the	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ake to my	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. The system is easy to use
- b. The system gave me the information I needed
- c. The system made it easier to communicate with my detailer
- d. The system has reduced the number of calls I make to my detailer

**45. If you have used the Job Advertising and Selection System (JASS), please rate the extent to which you AGREE or DISAGREE with each of the following statements?**

☐ I have not used JASS (skip to Question 46)

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
to use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
it easier to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
my detailer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
duced the	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ake to my	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. The system is easy to use
- b. The system gave me the information I needed
- c. The system made it easier to communicate with my detailer
- d. The system has reduced the number of calls I make to my detailer

**46. How effective do you feel each of the following methods is for interacting with your detailer?**

☐ I have not negotiated a set of orders with my detailer (skip to Question 47)

[illegible]

- a. Preference Card/Form
- b. Enlisted Personnel Action Request (NAVPERS 1306/7)
- c. Letter
- d. FAX
- e. Telephone (normal hours)
- f. Telephone (after hours)
- g. Voice Mail
- h. Electronic Mail
- i. BUPERS Interactive Voice Response (IVR) 1-800-951-NAVY system
- j. Job Advertising and Selection System (JASS)
- k. Personal visit
- l. Detailer field trip
- m. BUPERS ACCESS
- n. Naval message
- o. Command Career Counselor/Representative

47. Would you be willing to extend on sea duty in order to obtain a desired assignment ashore?

- ☐ Does not apply/would not extend tour
- |              | Yes                   | No                    |
|--------------|-----------------------|-----------------------|
| 1-3 months   | <input type="radio"/> | <input type="radio"/> |
| 4-6 months   | <input type="radio"/> | <input type="radio"/> |
| 7-9 months   | <input type="radio"/> | <input type="radio"/> |
| 10-12 months | <input type="radio"/> | <input type="radio"/> |

48. Would you be willing to curtail your shore tour in order to obtain a desired assignment at sea?

- ☐ Does not apply/would not curtail tour
- |              | Yes                   | No                    |
|--------------|-----------------------|-----------------------|
| 1-3 months   | <input type="radio"/> | <input type="radio"/> |
| 4-6 months   | <input type="radio"/> | <input type="radio"/> |
| 7-9 months   | <input type="radio"/> | <input type="radio"/> |
| 10-12 months | <input type="radio"/> | <input type="radio"/> |
| 13-18 months | <input type="radio"/> | <input type="radio"/> |

49. Would you be interested in extending on sea duty for the amount of time listed below beyond your original PRD if your subsequent shore duty was extended the same amount of time?

- ☐ Does not apply/would not extend sea duty
- |                   | Yes                   | No                    |
|-------------------|-----------------------|-----------------------|
| Extend by 1 year  | <input type="radio"/> | <input type="radio"/> |
| Extend by 2 years | <input type="radio"/> | <input type="radio"/> |
| Extend by 3 years | <input type="radio"/> | <input type="radio"/> |
| Extend by 4 years | <input type="radio"/> | <input type="radio"/> |

50. Would you be interested in extending on sea duty for the amount of time listed below beyond your original PRD if your homeport remained the same?

- ☐ Does not apply/would not extend sea duty
- |                   | Yes                   | No                    |
|-------------------|-----------------------|-----------------------|
| Extend by 1 year  | <input type="radio"/> | <input type="radio"/> |
| Extend by 2 years | <input type="radio"/> | <input type="radio"/> |
| Extend by 3 years | <input type="radio"/> | <input type="radio"/> |
| Extend by 4 years | <input type="radio"/> | <input type="radio"/> |

51. Would you be interested in extending on sea duty beyond your original PRD if, in addition to current pay provided, a bonus was established to increase sea pay? *Indicate the minimum monthly increase to sea pay you would accept to extend for each of the options (a-f).*

- ☐ Does not apply  
☐ Would not extend for any incentive

- a. Extend PRD for 1 year  
b. Extend PRD for 2 years  
c. Extend PRD for 3 years  
d. Extend PRD for 4 years  
e. Extend PRD for 5 years  
f. Extend PRD for 6 years

	\$100	\$200	\$300	\$400	\$500
a.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. If Temporary Early Retirement Authority (TERA) were offered to your rate/designator, would you use it? *TERA is available only to people with 15 to 19.9 years of service.*

- ☐ Yes  
☐ No  
☐ Undecided at this time  
☐ Does not apply

53. If a Variable Separation Incentive (VSI) or Special Separation Bonus (SSB) were offered to your rate/designator, would you use it? *VSI and SSB are one-time "buy-outs" for people below the fifteen year window.*

- ☐ Yes  
☐ No  
☐ Undecided at this time  
☐ Does not apply

54. The "Chiefs to Sea" policy came about due to difficulties experienced in filling chief's billets at sea. How has this policy affected your decision to stay in the Navy?

- ☐ Does not apply/I am not a Chief Petty Officer  
☐ Will remain in and go to sea if assigned  
☐ Will get out rather than go back to sea  
☐ Undecided at this time

55. Would you consider changing rates if it would provide you a better opportunity for retention/career advancement than exists in your current rate?

- ☐ Yes  
☐ No  
☐ Undecided at this time  
☐ Does not apply, I am an E7 or above

56. How much do you AGREE or DISAGREE with the following statements?

- a. I want to experience a variety of assignments in different locations during my career in the Navy.  
b. I would be willing to serve longer sea duty tours if it would allow me to stay in a specific geographic location (homebase) for the majority of my tours.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## HOMEBASING

Homebasing is defined as "a good faith attempt to assign E4-E9 Sailors to the same geographic location for most of their tours."

**57. How important is homebasing to you?**

- ☐ Does not apply/I am an officer (skip to Question 65)
- ☐ Very important
- ☐ Important
- ☐ Neither important nor unimportant
- ☐ Unimportant
- ☐ Very unimportant

**58. Do you think there is a conflict between homebasing and maintaining a promotable career path?**

- ☐ Yes
- ☐ No
- ☐ Don't know enough about policy to say

**59. If homebasing is implemented as a policy, do you anticipate that your out-of-area tour will be:**

- ☐ Accompanied
- ☐ Unaccompanied
- ☐ Undecided/don't know

**60. If you are homebased in a Fleet Concentration Area (FCA), what is the minimum time ashore between sea tours you would be willing to accept to remain in your homebase? *The alternative is a three year shore tour away from homebase.***

- ☐ 6 months
- ☐ 12 months
- ☐ 18 months
- ☐ 25 months
- ☐ 30 months

**61. If you are homebased in a Fleet Concentration Area (FCA), what is the maximum time you would be willing to spend at sea to remain in your homebase?**

- ☐ 36 months
- ☐ 48 months
- ☐ 60 months
- ☐ 72 months
- ☐ 84 months

**62. Select five (5) homeports where you would want to spend the majority of your tours, and rank them in order of preference with one (1) being the highest. *Do not select an area in which your rating has little chance to serve such as an aviation rating in New London, etc.***

	1	2	3	4	5
a. Bangor/Bremerton, WA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Brunswick/Bath, ME	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Camp Pendleton, CA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Corpus Christi/Ingelside/Kingsville, TX	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Earle, NJ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Everett/Whidbey Island/Seattle, WA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Havelock/Cherry Point/Camp Lejeune, NC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Jacksonville/Mayport, FL/Kings Bay, GA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Lemoore, CA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Naples, Italy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. New London/Groton, CT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Norfolk/Portsmouth/Tidewater Area, VA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Pascagoula/Gulfport, MS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Pearl Harbor, HI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Port Hueneme/Point Mugu, CA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Rota, Spain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. San Diego, CA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Sasebo, Japan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Tinker AFB/Oklahoma City, OK	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Yokosuka, Japan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**63. Select five (5) reasons why you chose the homeports you did in Question 62, and rank them in order of importance with one (1) being the most important.**

	1	2	3	4	5
a. Cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Spouse employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Schools for family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Relatives live close by	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Climate/weather	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Recreational activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Purchased a home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Availability of civilian housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Quality of command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Availability of billet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

64. I would not reenlist if I were transferred to a command in the following locations (select five (5) locations and rank them with one (1) being the least desirable):

	1	2	3	4	5
a. Bangor/Bremerton, WA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Brunswick/Bath, ME	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Camp Pendleton, CA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Corpus Christi/Ingelside/ Kingsville, TX	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Earle, NJ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Everett/Whidbey Island/ Seattle, WA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Havelock/Cherry Point/ Camp Lejeune, NC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Jacksonville/Mayport, FL/ Kings Bay, GA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Lemoore, CA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Naples, Italy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. New London/Groton, CT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Norfolk/Portsmouth/ Tidewater Area, VA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Pascagoula/Gulfport, MS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Pearl Harbor, HI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Port Hueneme/Point Mugu, CA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Rota, Spain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. San Diego, CA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Sasebo, Japan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Tinker AFB/Oklahoma City, OK	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Yokosuka, Japan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## OVERSEAS TOURS

65. Do you expect to be stationed overseas (OCONUS) during your career in the Navy?

☐ Yes  
☐ No

66. If you have been stationed overseas (OCONUS) on PCS orders, please indicate where you were stationed. (Mark ALL that apply.)

☐ I have not been stationed overseas (skip to Question 71)  
☐ Europe  
☐ Western Pacific/Far East  
☐ Middle East  
☐ South or Central America  
☐ Caribbean  
☐ Alaska  
☐ Hawaii

67. Did you request your last overseas tour?

☐ Yes (skip to Question 69)  
☐ No

68. If "No," why were you assigned to an overseas tour?

☐ Part of the career path for my rate  
☐ Only choice given by detailer  
☐ Best option of choices given  
☐ Other

69. On my last overseas tour, I stayed:

☐ Less than full length of orders  
☐ Full length of orders  
☐ 1 to less than 3 months beyond PRD  
☐ 3 to less than 6 months beyond PRD  
☐ 6 to less than 9 months beyond PRD  
☐ 9 to less than 12 months beyond PRD  
☐ 12 or more months beyond PRD

70. How satisfied were you with your overseas tour upon your return to CONUS?

☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

Use the last page of the questionnaire to make any comments you wish about the Detailing and Assignment Process, including PCS Orders, Homebasing, and Overseas Tours.

## ORGANIZATIONAL CLIMATE

### JOB SATISFACTION

71. How much do you **AGREE** or **DISAGREE** with the following statements?

- |   | Strongly agree        | Agree                 | Neither agree nor disagree | Disagree              | Strongly disagree     |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. I am satisfied with the quality of leadership at my command  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| b. I am generally satisfied with my current job   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| c. In general, I like the work I do in the Navy   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| d. I am satisfied with my physical working conditions   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| e. I am satisfied with my career development  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| f. I receive timely counseling on my career advancement opportunities   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| g. I enjoy my career in the Navy  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| h. I am glad I chose to join the Navy instead of other alternatives I was considering   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| i. I think I am adequately paid for the job I do  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| j. The amount I am paid is an important reason for me to stay in the Navy   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| k. The amount I would receive as retirement benefits is an important reason for me to stay in the Navy until retirement         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| l. I think the pay allowance given to Navy members with dependents relative to that given to members without dependents is fair | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

72. What are your **CURRENT** Navy career plans?

- ☐ Definitely decided to stay in the Navy at least until eligible to retire
- ☐ Probably will stay in the Navy at least until eligible to retire
- ☐ Don't know if I will stay in the Navy until eligible to retire
- ☐ Probably will not stay in the Navy until eligible to retire
- ☐ Definitely will not stay in the Navy until eligible to retire
- ☐ Eligible to retire now and have decided to leave
- ☐ Eligible to retire now, but have made no decision to leave
- ☐ Eligible to retire now and want to stay
- ☐ Not being allowed to stay until retirement

73. What were your Navy career plans **ONE YEAR AGO**?

- ☐ Definitely decided to stay in the Navy at least until eligible to retire
- ☐ Probably would stay in the Navy at least until eligible to retire
- ☐ Didn't know if I would stay in the Navy until eligible to retire
- ☐ Probably would not stay in the Navy until eligible to retire
- ☐ Definitely would not stay in the Navy until eligible to retire
- ☐ Was eligible to retire and had decided to leave
- ☐ Was eligible to retire, but had made no decision to leave
- ☐ Was eligible to retire, but wanted to stay
- ☐ Not allowed to stay until retirement
- ☐ I was not in the Navy 12 months ago

74. Will you be taking a reenlistment action within the next 12 months?

- ☐ Does not apply/I am an Officer (skip to Question 78)
- ☐ Yes
- ☐ No

75. How likely is it that you will reenlist at your next decision point?

- ☐ Very likely
- ☐ Likely
- ☐ Undecided
- ☐ Unlikely
- ☐ Very unlikely

76. What influence did the Selective Reenlistment Bonus (SRB) have on your LAST decision to reenlist?

- ☐ Does not apply/am serving my first enlistment
- ☐ SRB not available in my rate
- ☐ No influence at all
- ☐ Minimal influence
- ☐ Significant influence

77. What influence will the Selective Reenlistment Bonus (SRB) have on your NEXT decision to reenlist?

- ☐ Does not apply/not planning to reenlist
- ☐ SRB not available in my rate
- ☐ No influence at all
- ☐ Minimal influence
- ☐ Significant influence

## LEADERSHIP

78. How SATISFIED or DISSATISFIED are you with the following aspects of leadership quality?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Officer community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. LDO community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Chiefs' community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Overall Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

79. If you marked Dissatisfied or Very Dissatisfied in the above question, please indicate the MOST important reason why:

	Not applicable	Micro-management	Lack of concern for personnel	Lack of training ability	Lack of integrity
a. Officer community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. LDO community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Chiefs' community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Overall Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## PERFORMANCE EVALUATIONS

80. Regarding the Performance Evaluation and Counseling System, did counseling for your last reporting period occur at mid-term?

- ☐ Yes
- ☐ No

81. Did counseling occur when your last evaluation was done?

- ☐ Yes
- ☐ No

82. Were you given an opportunity to submit input to your last evaluation?

- ☐ Yes
- ☐ No

83. Who conducted your counseling for your last evaluation?

- ☐ Immediate supervisor
- ☐ Second level supervisor
- ☐ Higher level supervisor
- ☐ Not applicable, no counseling occurred

84a. How do you feel about the fairness of the trait grades assigned in your last evaluation?

- ☐ Very fair
- ☐ Fair
- ☐ Neither fair nor unfair
- ☐ Unfair
- ☐ Very unfair

84b. How do you feel about the accuracy of the trait grades assigned in your last evaluation?

- ☐ Very accurate
- ☐ Accurate
- ☐ Neither accurate nor inaccurate
- ☐ Inaccurate
- ☐ Very inaccurate

85a. How do you feel about the fairness of the promotion recommendation in your last evaluation?

- ☐ Very fair
- ☐ Fair
- ☐ Neither fair nor unfair
- ☐ Unfair
- ☐ Very unfair

85b. How do you feel about the accuracy of the promotion recommendation in your last evaluation?

- ☐ Very accurate
- ☐ Accurate
- ☐ Neither accurate nor inaccurate
- ☐ Inaccurate
- ☐ Very inaccurate

86. Based upon your perceptions of how the new fitness report/evaluation system is being implemented at your command, how much do you AGREE or DISAGREE with the following statements?

- a. Mid-term counseling addressed both strengths and weaknesses
- b. The new system improves communication
- c. The new system improves teamwork
- d. Counseling was done in a timely manner based upon the reporting period
- e. Fitness/evaluation report was conducted in a timely manner based upon the reporting period

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

87. Has your command provided you with timely guidance regarding your career advancement opportunities or rate change eligibility?

☐ Yes  
☐ No

### VALUES

88. The Navy Core Values (NCV) are (select ONE option):

☐ Tradition, service, commitment  
☐ Integrity, loyalty, courage  
☐ Honor, courage, commitment  
☐ Truth, fidelity, honor

89. Have you attended Navy Core Values training in the last year (GMT, NR&R, formal school, etc.)?

☐ Yes  
☐ No  
☐ Not sure

90. How much do you AGREE or DISAGREE with the following statements?

- a. People should always tell the truth even though it may hurt them or other people
- b. Sometimes you have to bend or break the rules in order to get the job done
- c. Responsibility is a key quality of an effective sailor
- d. It is important that people know their jobs well
- e. It is important that people do their jobs well
- f. Being a team player is more important than individual accomplishment
- g. Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors
- h. Concern for the well-being of shipmates is important
- i. Everyone should serve his or her country in some way or another
- j. People should always report others who engage in sexual harassment
- k. When faced with difficult ethical, moral, and/or life choices, people should rely on their religious/spiritual faith in their decision making
- l. Navy core values have helped me in my career
- m. Navy core values have helped me when I have been faced with tough moral decisions

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### GENDER INTEGRATION

91. How much do you AGREE or DISAGREE that women have the ability to successfully carry out the duties of their combat roles in the Navy?

☐ Strongly agree  
☐ Agree  
☐ Neither agree nor disagree  
☐ Disagree  
☐ Strongly disagree

92. Have you been assigned to a gender integrated, deployable command? (Mark ALL that apply.)

- ☐ No, I have never been assigned to a gender integrated ship/shipboard deployed squadron (skip to Question 94)
- ☐ Yes, I have previously been assigned to a gender integrated ship/shipboard deployed squadron
- ☐ Yes, I am currently assigned to a gender integrated ship/shipboard deployed squadron

93. How much do you AGREE or DISAGREE with the following statements?

- a. The Women at Sea habitability alteration provided suitable berthing and head facilities, resulting in equivalent amenities for both genders
- b. Fleet Introduction Training (FIT) improved the integration process
- c. Leadership in my organization is supportive of gender integration

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## HAZING

Hazing is defined as any non-command approved ceremony, ritual, initiation, rite of passage, or unauthorized assumption of authority that is to any degree physically or psychologically harmful, abusive, or demeaning.

94. Are you aware of the Navy's policy on hazing?

- ☐ Yes
- ☐ No
- ☐ Not sure

95. Are hazing activities occurring at this command?

- ☐ Yes
- ☐ No
- ☐ Not sure

96. While at this command, have you been the target or victim of hazing activities?

- ☐ Yes
- ☐ No (skip to Question 99)

97. Did the hazing occur within the last 12 months?

- ☐ Yes
- ☐ No

98. What kind of hazing did you experience? (Select ALL that apply.)

- ☐ Playing abusive or ridiculous tricks
- ☐ Threatening of offering violence or bodily harm
- ☐ Striking
- ☐ Branding
- ☐ Tattooing
- ☐ Shaving
- ☐ Greasing
- ☐ Painting
- ☐ "Tacking on"
- ☐ "Pinning"
- ☐ Damaging or destroying property
- ☐ Forcing or requiring the consumption of any food, alcohol, drug, or other substance
- ☐ Requiring excessive physical exercise beyond what is required to meet Navy standards
- ☐ Sleep deprivation
- ☐ Exposure to the elements
- ☐ Any activity which could result in extreme embarrassment
- ☐ Exclusion from social contact or shunning

99. Have you participated in hazing activities?

- ☐ Yes
- ☐ No

## EXTREMIST/HATE GROUP ISSUES

Extremist/hate group organizations support supremacist causes; attempt to create illegal discrimination based on race, creed, color, gender, religion, or national origin; and advocate the use of force or violence, or otherwise engage in efforts to deprive individuals of their civil rights.

100. Is extremist/hate group activity occurring at this command?

- ☐ Yes
- ☐ No
- ☐ Not sure

**101. Extremist/hate group activity is not tolerated at this command.**

- ☐ True  
☐ False

**102. Are you aware of the Navy's policy on participation in extremist/hate group activity?**

- ☐ Yes  
☐ No

**103. Have you seen extremist/hate group material (e.g., fliers, announcements, tattoos) at this command?**

- ☐ Yes  
☐ No  
☐ Not sure

**104. While at this command, have you been asked by another person to participate in extremist/hate group activity?**

- ☐ Yes  
☐ No

**105. While at this command, have you been the target or victim of extremist/hate group activity?**

- ☐ Yes  
☐ No

**106. Do you know anyone assigned to this command who is a member of an extremist/hate group?**

- ☐ Yes  
☐ No

## VOLUNTARY EDUCATION (VOLED)

**107. Which of the following statements indicate how you would prefer to take a college course? You may choose more than one, but rank them in order of preference with one (1) being the most preferred.**

- ☐ I am not interested in taking college courses (skip to Question 109)

- a. I prefer taking courses with an instructor in the classroom  
b. I would like to take courses via the Internet, on base  
c. I would like to take courses at home with my own computer  
d. I would like to take courses via computer interactive video, as in the PACE program  
e. I would like Video Teleconferencing Training  
f. Other

One (1)	Two (2)	Three (3)	Four (4)	Five (5)	Six (6)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**108. Which three (3) phrases describe why you are taking college courses right now? Select three (3) and rank them in order of preference with one (1) being the most important.**

- ☐ I am not taking college courses right now (skip to Question 109)

- |   | 1                     | 2                     | 3                     |
|---|-----------------------|-----------------------|-----------------------|
| a. To improve my chances for promotion              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. To prepare for when I leave the Navy             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. To learn something                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. To be able to do my Navy job better              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. To satisfy my own personal goals                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. To ensure that I can have a good quality of life | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. To raise my level of education                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Other  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

109. Which one (1) phrase best describes the level of support for VOLED in your command? (Select ONE answer.)

- ☐ Command supports VOLED as long as it does not interfere with work
- ☐ Command supports my educational goals and goes out of its way to let me adapt my work schedule to school schedules
- ☐ Do it when you're ashore
- ☐ Your Navy job comes first; fit education in when you can, on your own time
- ☐ Command pushes education
- ☐ Do it at your next command

110. How many years do you expect to be in the Navy? (Total number of years.)

- ☐ 3-6 years
- ☐ 7-9 years
- ☐ 10-15 years
- ☐ 16-20 years
- ☐ Over 20 years
- ☐ Undecided

111. What is the highest level of education you would like to achieve before you leave the Navy? (Select ONE answer.)

- ☐ Associate's degree
- ☐ Technical certificate
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate or professional degree
- ☐ Not interested in pursuing a degree/certificate
- ☐ Have completed all degrees I intend to

Use the last page of the questionnaire to make any comments you wish about Organizational Climate, including Job Satisfaction, Leadership, Performance Evaluations, Values, Gender Integration, Hazing, Extremist/Hate Group Issues, and VOLED.

## HEALTH ISSUES

### NAVY DRUG/ALCOHOL AND OBESITY PROGRAM POLICIES

112. Attendance at Alcohol and Drug Abuse for Managers/Supervisors (ADAMS) for E-6 and above personnel is encouraged at my command.

- ☐ ADAMS is not available at my command
- ☐ Don't know
- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

113. How much do you AGREE or DISAGREE with the following statements on the Navy's drug/alcohol and obesity program policies?

- |   | Strongly agree        | Agree                 | Neither agree nor disagree | Disagree              | Strongly disagree     | Don't know            |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| a. Existing regulations on the use and abuse of alcohol should be more strictly enforced  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Penalties for the abuse of alcohol at my command are sufficient  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. At my command, the difference between alcohol use and alcohol abuse is clearly understood  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career (e.g., makes it more difficult to obtain choice assignments, receive promotions, and be retained in the Navy) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. There is immediate intervention and referral to treatment for those with alcohol problems  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Alcohol abuse awareness and deglamorization/education efforts are important at my command  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



113. cont'd

How much do you AGREE or DISAGREE with the following statements on the Navy's drug/alcohol and obesity program policies?

- |  | Strongly agree        | Agree                 | Neither agree nor disagree | Disagree              | Strongly disagree     | Don't know            |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| h. The Navy needs to improve its alcohol abuse prevention efforts  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. I have access to enough nutrition information to make healthy food choices                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. There is immediate intervention and referral to treatment for those with obesity/compulsive overeating problems | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

114. I have attended alcohol- and/or drug-related General Military Training (GMT) or alcohol-awareness training in the last six months at this command.

- ☐ Yes  
☐ No  
☐ I have been at this command less than 6 months

115. I have attended the 4-hour alcohol-awareness course given by command DAPAs.

- ☐ Yes  
☐ No  
☐ Plan to attend

116. I am familiar with the Navy Right Spirit campaign to reduce alcohol abuse and deglamorize alcohol use.

- ☐ Vary familiar  
☐ Somewhat familiar  
☐ Heard about it, but don't know what it is  
☐ Never heard of it

117. How much do you AGREE or DISAGREE with the following statements about drug/alcohol use/abuse in the Navy?

- |   | Strongly agree        | Agree                 | Neither agree nor disagree | Disagree              | Strongly disagree     | Not applicable        |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| a. I know the Navy's policy about alcohol abuse   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. I know the Navy's policy about drug abuse  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I know my command Drug and Alcohol Program Advisor (DAPA) and feel free to contact him/her for assistance                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. I feel free to report an alcohol-related incident which I have witnessed to my chain of command without fear of reprisal | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. I feel free to report a drug-related incident which I have witnessed to my chain of command without fear of reprisal     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. I feel free to request support from my chain of command if I have a problem with alcohol                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. I feel free to request support from my chain of command if I have a problem with drugs                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. This command's DAPA is proactive in educating the command about alcohol  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. This command's DAPA is proactive in educating the command about drugs  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. The command DAPA is supportive of anyone with an alcohol problem   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. The command DAPA is supportive of anyone with a drug problem   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. This command deglamorizes alcohol (e.g., does not promote alcohol at command functions)                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. Alcohol-related incidents are promptly addressed by leadership in my chain of command                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Drug-related incidents are promptly addressed by leadership in my chain of command                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. The leadership in my command sets the proper example regarding responsible alcohol use                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. My command always provides alternatives to alcohol at command events   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## HEALTH PROMOTION PROGRAMS

118. How much do you **AGREE** or **DISAGREE** with the following statements about health promotion programs?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. A tobacco user can get assistance in quitting tobacco use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My command enforces the restricted-smoking policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My command restricts the use of smokeless tobacco	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Physical Training periods on duty time are supported	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The use of healthy stress management/stress reduction skills is encouraged at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Programs to teach coping and stress management skills are available at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Individuals believed to be suicidal can get counseling at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I would exercise more if time were provided in my work schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

119. Rank the reasons for you to stop using tobacco products. For the **MOST** important reason, fill in the circle under the "1". For the **LEAST** important reason, fill in the circle under the "6", etc.

- ☐ Does not apply/do not use tobacco products  
☐ I am not trying/do not plan to stop using tobacco products

	1	2	3	4	5	6
a. Expense of tobacco products	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Peer pressure/social pressure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Detriment to my health/my family's health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Inconvenience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My command is a smoke-free/tobacco-free command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Personal desire to quit smoking/using tobacco products	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

120. Rank the reasons you exercise on a regular basis (at least three times a week). For the **MOST** important reason, fill in the circle under the "1". For the **LEAST** important reason, fill in the circle under the "8", etc.

- ☐ I do not exercise on a regular basis

	1	2	3	4	5	6	7	8
a. To pass/do well on the PRT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. To control my weight	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. To become/remain fit and healthy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. To reduce stress/make me feel better	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. For the enjoyment of participating in sports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Regular exercise is required at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. To present a professional military appearance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. To get a good grade on PFT and consequently on FITREP/EVAL	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

121. How **SATISFIED** or **DISSATISFIED** are you with the overall quality of Navy-sponsored fitness facilities at your base?

- ☐ I do not use Navy-sponsored fitness facilities

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Cleanliness/maintenance (facility and equipment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Variety of strength equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Variety of cardio-vascular equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Crowding/capacity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Hours of operation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Staff knowledge and customer service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## ACCESS TO MEDICAL FACILITIES

**122a. When considering your PERSONAL use of medical facilities, how much do you AGREE or DISAGREE with the following statements about access to medical facilities?**

- a. Medical-care facilities are easily accessible at my command
- b. The accessibility of medical-care facilities has had a positive impact on my readiness
- c. I am satisfied with the quality of medical services I receive

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**122b. If you answered Strongly disagree or Disagree to part "a" of the previous question regarding your access to medical-care facilities, what reasons contribute to the lack of accessibility? (Select ALL that apply.)**

- ☐ Not applicable
- ☐ Medical facilities are not available at my command/I must commute
- ☐ Medical facilities are not open at convenient times for me
- ☐ Medical facilities are too overcrowded to allow me convenient access
- ☐ Other

**123. The approximate number of times you visit medical-care centers per year is:**

- ☐ Does not apply
- ☐ 0
- ☐ 1-4
- ☐ 5-10
- ☐ 11-20
- ☐ 21-30
- ☐ More than 30

**124a. When considering your FAMILY's use of medical facilities, how much do you AGREE or DISAGREE with the following statements about access to medical facilities?**

- ☐ Not applicable, I do not have family members (skip to Question 126)

- a. Medical-care facilities are easily accessible to my family
- b. The accessibility of medical-care facilities for my family has had a positive impact on my readiness
- c. I am satisfied with the quality of medical services my family receives

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**124b. If you answered Strongly disagree or Disagree to part "a" of the previous question regarding your family's access to medical-care facilities, what reasons contribute to the lack of accessibility? (Select ALL that apply.)**

- ☐ Not applicable
- ☐ Medical facilities are not available locally/ my family must commute
- ☐ Medical facilities are not open at convenient times for my family
- ☐ Medical facilities are too overcrowded to allow my family convenient access
- ☐ Other

**125. The approximate number of times your family members visit medical-care centers per year is:**

- ☐ Does not apply
- ☐ 0
- ☐ 1-4
- ☐ 5-10
- ☐ 11-20
- ☐ 21-30
- ☐ More than 30

**126. How frequently do your medical-care providers refer you and/or your family members to other health care providers?**

- ☐ Never
- ☐ Seldom
- ☐ Often
- ☐ Depends on the nature of the visit

## LEGAL ASSISTANCE SERVICES

127. If you have used Legal Assistance Services at your present command, please rate their quality.

- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor
- ☐ Very poor
- ☐ Never heard of program
- ☐ Not used/no experience

If you marked "Not used/no experience", indicate the most important reason why you have not used the service:

- ☐ Don't need service
- ☐ Prefer off-base alternative
- ☐ Not informed of service
- ☐ Not accessible
- ☐ Not available
- ☐ Other

128. How many times have you or your family used Legal Assistance Services in the last 24 months?

- ☐ 0
- ☐ 1 (skip to Question 130)
- ☐ 2 (skip to Question 130)
- ☐ 3 (skip to Question 130)
- ☐ 4 or more (skip to Question 130)

129. If you or your family did not use Legal Assistance Services in the past 24 months, indicate the MOST important reason why you did not use the program/service:

- ☐ I did not need legal services
- ☐ The Navy doesn't handle my kind of case
- ☐ I needed an attorney to go into civilian court
- ☐ I'm not satisfied with the quality of service
- ☐ I didn't know I could get legal assistance
- ☐ Other
- ☐ The services were not accessible nor available

If you marked "The services were not accessible nor available", what reasons contributed to the lack of accessibility or availability? (Select ALL that apply.)

- ☐ Services were not available at convenient times
- ☐ Services were not available at convenient locations
- ☐ Appointments were already booked/scheduled and did not allow for convenient access
- ☐ Other

130. If you or your family used Legal Assistance Services in the last 24 months, how much do you AGREE or DISAGREE with the following statements?

- ☐ I/we have not used legal services in the last 24 months

- a. I am satisfied that I got good advice from my attorney
- b. I am satisfied with the knowledge level and customer service attitude of the non-attorney staff
- c. The office hours for Legal Assistance Services at my current station are adequate
- d. The legal assistance office at my current duty station is easily accessible
- e. The length of time that I had to wait to get an appointment to see an attorney was reasonable

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

131. Which of these Legal Assistance Services have you or your family used in the last 24 months? (Select ALL that apply.)

- ☐ Have not used services in the last 24 months
- ☐ Wills/Estate Planning
- ☐ SGLI (Servicemen's Group Life Insurance) Counseling
- ☐ Separation/Divorce
- ☐ Child Support/Custody
- ☐ Tax Assistance/Preparation
- ☐ Landlord-Tenant/Real Estate
- ☐ Financial Counseling/Bankruptcy
- ☐ Consumer Affairs/Contract Disputes
- ☐ Adoption/Name Change
- ☐ Notary Public
- ☐ Power of Attorney
- ☐ Other

132. How often have personal legal matters impacted on your readiness/job performance?

- ☐ Very often
- ☐ Often
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

133. In what way do personal legal matters interfere with your performance? (Select the MOST important answer.)

- ☐ Does not apply/do not interfere
- ☐ Distractions while on duty
- ☐ Require me to take time off from work
- ☐ Creditors or other people have complained to my chain of command
- ☐ Raises my general stress level/anxiety

## PERSONNEL SUPPORT DETACHMENT (PSD) AND TRANSPORTATION

134. How would you evaluate each of the following?

	Very good	Good	Fair	Poor	Very poor	Does not apply/have not used
a. Your experience with your servicing PSD	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The interaction between your command Pay/Personnel Administrative Support System (PASS) Liaison Representative (PLR) and the PSD	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. On ship, your Personnel/ Disbursing Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

135. The transportation support provided by the Navy Passenger Transportation Office (NAVPTO) is responsive to my needs.

- ☐ Does not apply/have not used NAVPTO
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

136. My TAD/TDY travel claim(s) was processed in a timely manner.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Does not apply/have not filed a claim this year

137. I was able to obtain a military ID card for myself and/or my family members at a convenient time and place.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Not applicable

### Comments

Use the space below to make any comments you wish about ANY of the topics addressed in this survey. (Please label your comments by section name or question number.)

---

---

---

---

---

---

---

---

---

---

**Thank you for completing this survey!**  
**Please place it in the envelope provided and mail it as soon as possible.**



## **Distribution List**

Assistant Secretary of the Navy (Manpower and Reserve Affairs)

BUPERS Washington Liaison Detachment, Women's Advisor/DACOWITS (00W)

Deputy Assistant Secretary of the Navy (Manpower and Reserve Affairs)

Chief of Naval Operations (N1), (N1B), (N1G), (N10), (N12R), (N13), (N091), (N130),  
(N813)

Office of Naval Research (Code 342)

Commander, Navy Personnel Command (NPC-00), (NPC-02), (NPC-450), (NPC-05),  
(NPC-6), (NPC-6C), (NPC-6E), (NPC-61R), (NPC-662D)

Commander in Chief, U.S. Atlantic Fleet (N1)

Commander in Chief, U.S. Pacific Fleet (N1)

Commander in Chief, U.S. Naval Forces, Europe (2)

Naval Postgraduate School

Director of Research, U.S. Naval Academy

Pentagon Library

Defense Technical Information Center (DTIC) (4)